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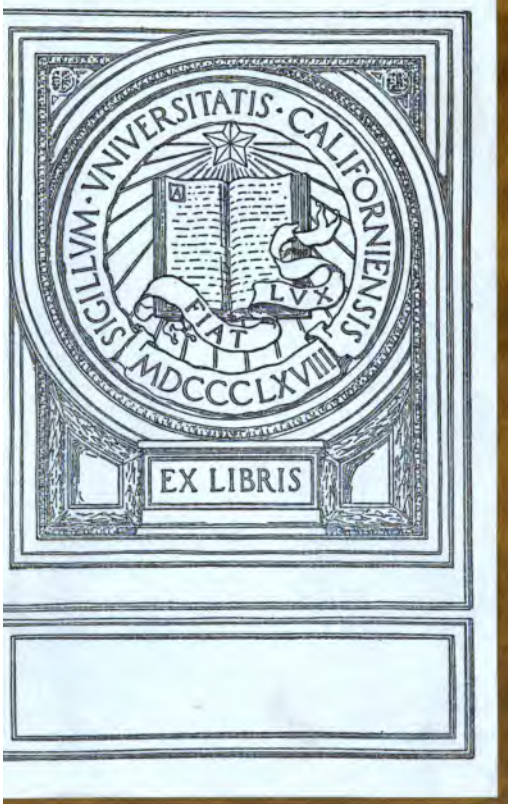

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Three Years of Work for Handicapped Men

A Report of the Activities of the Institute for Crippled and Disabled Men

By John Culbert Faries, Ph.D.

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ADDITIONAL copies of this booklet may be obtained without charge upon application to the Institute for Crippled and Disabled Men, 101 East Twenty-third Street, New York City.

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By John Culbert Faries, Ph.D.

Published at the Institute
101 East Twenty-third Street, New York City
July, 1920

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Information About the Institute

The Institute for Crippled and Disabled Men, formerly under the American Red Cross, is located at Twenty-third Street and Fourth Avenue, New York City.

Its purpose is, primarily, to help men who, through the loss of one or more limbs or the impairment of their use, find difficulty in earning their living. It does not undertake medical or surgical treatment.

As means appropriate to its aim it maintains a shop for the manufacture of artificial limbs and appliances, a training school for giving instruction in a variety of trades, and an employment bureau for finding suitable occupations for handicapped men.

It seeks to cooperate with any individual, institution, or social agency that is interested in a person whom it may help, and to avoid the duplication of social effort.

Its services are free except that a charge is made for artificial appliances representing as near as possible their actual cost.

It has no residential or boarding facilities, but assists, when necessary, in finding suitable accommodations for men from out of the city.

It invites correspondence in regard to any case in which its experience affords it ground for advice. Facts it needs to know in forming an opinion include the person's age, schooling, former occupation, tastes, and the nature and extent of his disability. In case

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of an amputation, the limb amputated (right or left) and the point of amputation should be stated.

The Institute is open each week day from nine until five, except on Saturday when it closes at noon. Correspondence should be addressed to 101 East Twenty-third Street. The telephone number is Gramercy 1467.

The Institute was incorporated January 13, 1920, and is directed by a board of trustees.

BOARD OF TRUSTEES

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Introduction

It is a matter of historical observation that questions of social injustice lie dormant as regards public attention until some circumstance or combination of circumstances serves to focus on them the thought and sympathy of the community, with consequent action looking toward improvement.

The last five years can properly be regarded as the period of renaissance in our relations to the crippled and disabled. For years the physically handicapped have been neglected, and but a few persons have been interested enough to champion their cause. The influence of the war, however, in conjunction with the general shortage of productive man power, focused attention in a dramatic way on the needs and also on the possibilities of the disabled man.

In the progress made in our own country at least, the organization whose three years of work is reported upon in the present booklet played the pioneer role.

My own analysis of the accomplishments of the Institute for Crippled and Disabled Men since its establishment points to two results as of primary importance: first, the demonstration that civilian cripples of many types and in varying depths of despondency could be regenerated economically; second, 'the telling of it', that is, preaching the gospel of rehabilitation to others. But it is an encouraging beginning only which has been made and there is opportunity ahead for much greater service in these and other directions.

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Because it bears on the authoritativeness of the chronicle which follows, I must record that its author, John Culbert Faries, the present director of the Institute, has been on the staff of the organization since its inception. From the beginning he had full charge of what was technically known as 'vocational counsel', but which actually consisted of forming personal relations with the disabled men, solving difficulties, gaining confidence, building character. The success the Institute has attained in this important field must be credited wholly to the patience and devotion of Dr. Faries.

Then we must not forget that the beginnings of the Institute were made possible by the foresight and support of one citizen, Jeremiah Milbank. As I look back over the history of the organization, I realize that this support was more to be valued for vision, optimism, and persistence than for any measures of material assistance.

These men, and the members of the board of trustees who have joined in the work, are now looking, not on what has been done, but toward the future, seeking out their further responsibilities and opportunities for service. They ask—and assuredly will receive—the support and cooperation of all who have concern for the economic emancipation of the disabled.

One final word. In no other field are the dividends in satisfaction more sure and more generous.

DOUGLAS C. MCMURTRIE

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Three Years of Work for Handicapped Men

When thoughtful people have faced a human problem for three years and have made an honest effort to understand it, the presumption is that they have arrived at some opinions that are worth considering. If, during that time, they have endeavored to familiarize themselves with the experiences of others in a similar line of effort, a fair degree of intelligence on the subject may be expected. If, by experimentation, they have developed a technique in dealing with the problem, it is fair to suppose that their experiences may have some value to those who face the same problem. They may be only pathfinders, and their blazings few and far between, but they at least point the way.

The strength of this presumption and the undeniable duty of making a report of progress to those who have shown a supporting interest in the lot of the man who must face a work-a-day world with a physical handicap justify and demand an account of the activities of the Red Cross Institute for Crippled and Disabled Men, now continuing its work as the Institute for Crippled and Disabled Men.

The beginnings of any work are not impressive when reduced to statistics. This is particularly true where human valuations are involved. Sheep may be counted and wool weighed—but "how much is a

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man better than a sheep"! A man saved from a life of discouragement, debasing dependency, and barren unproductivity counts only one statistically, but who can measure the potentialities of the rehabilitated worker? To assess the value of the work by columns of figures would be like weighing gold on a hay scales. What statistical showing would be made by the story of the man who came from the neurological ward of the city hospital, a cardiac with his right side paralized? In the face of the greatest discouragements he was taught for over a year at the Institute in mechanical drafting and loaned a weekly sum to enable him to live while taking the training. He is now earning his living and demonstrating his gratitude to the Institute by making regular trips to the director's office to make small payments out of his weekly wage towards the amount loaned him during training.

Perhaps these considerations will justify the nature of this report which will be an attempt to show what we have tried to do and how we have attempted to do it, and to acquaint the reader with the infinite variety of human factors that enter into the problem.

The reader will be struck with the poverty of the English language in appropriate terms for this new science—if science it may be called. The Germans have a generic term of wide inclusiveness. It is *Krüppelfürsorge*, literally 'cripple-care'. To many the word 'cripple' has an unpleasant sound and, as commonly used, may not include those with other disabilities which militate against their industrial effectiveness. And it is according to a man's ability or inability to support himself in a work-a-day world

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that he falls into the category of the effective or non-effective, the productive or non-productive unit of society, the self-supporting or the dependent.

"Work for the handicapped" is perhaps as good a generic term as the English language at present furnishes to include all effort looking to the fitting of a person to become an independent member of the community in spite of the impairment of some of his physical powers.

Until the outbreak of the Great War little attention had been paid to the rehabilitation of those suffering from physical injuries which affected their earning capacity. By 'rehabilitation' is meant the use of suitable means for rendering a disabled person again fit to earn his living. What some of those 'suitable means' are will appear in the course of this report.

Rehabilitation is something broader than vocational education. Training a disabled man for a congenial occupation may be a suitable means for his restoration to industrial activity—but so also may furnishing him with an artificial limb, or inspiring him to capitalize unused powers, or placing him in a fit job. Those engaged in rehabilitation work must not be too much trammeled with the ideals of vocational education designed for preparing young people for a trade. They must be opportunists, seizing immediately available means for making a man self-supporting in as short a time as possible. Several men have been transferred from the dependent class to the self-supporting by a few days' instruction at the telephone switch-board, but no one pretends that this is trade training. But

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it is rehabilitation, with large consequences to the spirit of the man.

It might be well at the outset to delimit the field of activity chosen by the Institute in its work for the handicapped. The following table sketches in outline work for the physically handicapped, exclusive of mental defectives.

WORK FOR THE HANDICAPPED

- Care for Children
  - Medical and orthopedic
  - Educational
  - Prevocational
  - Recreational
- Care for Special Classes
  - Deaf and hard of hearing
  - Blind
  - Cardiac
  - Tuberculous
  - Epileptic
- *Care for Adult Orthopedic Cases*
  - Medical and orthopedic
  - *Psychological*
    - *Encouragement*
    - *Advice*
  - *Prosthetic and mechanical*
    - *Advice*
    - *Artificial limbs*
    - *Special helps*
    - Braces
  - *Re-educational*
    - *Institutional training*
    - *Placement training*
    - *Home training*

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Maintenance
Workmen's compensation
Assistance during training
Cooperation with other organizations
Employment
Industrial survey
Placement in industry
Follow-up
Field work
Watching the sources
Social service
Follow-up
Cooperation with other organizations
Social and recreational
Public information
Scientific research
Popular appeal
Education of employers
Legislation
Normal Training
Training of workers

The activities undertaken to some extent by the Institute are printed in italics. The reason for thus delimiting its field of activity is to be found in the well-known principle of the Red Cross to confine its efforts to needy fields not covered by existing organizations. Excellent work has been done both by private organizations and the state for crippled children, for the blind, for the deaf and the hard of hearing. The tuberculous are receiving increasing attention and assistance. Cardiac cases are not so well looked after.

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The war had progressed for more than two and a half years before the United States entered the lists on the side of humanity and justice. During that time the serious reduction in the man-power of the European nations revealed the economic necessity of rendering as many as possible of their disabled soldiers and sailors fit to have a share again in productive toil. Already valuable experience had been gained in the rehabilitation and re-education of disabled ex-service men.

When America entered the war it was foreseen that should she actively engage in military operations she would have disabled fighters who must be fitted to engage again in the pursuits of peace. No lesser service would discharge the country's obligation to its disabled defenders. With its customary foresight the American Red Cross addressed itself to preparation for the inevitable task. In less than two months after the declaration of war with Germany a philanthropic citizen came forward with a generous offer of a substantial sum of money and a suitable building to undertake work for crippled and disabled men. It was a patent fact that such a work should be undertaken, even if there should never be a disabled soldier or sailor, because of the yearly toll of cripples from the industries of the country in peace time.

It was thought that the best preparation for the work of rehabilitating disabled soldiers would be to gain experience in dealing with those maimed in industry, and to disseminate a knowledge of the results

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of the efforts of European countries and Canada in dealing with the problem of the disabled ex-service man. Accordingly, Dr. Edward T. Devine, then director of the New York School of Philanthropy, was asked to start the work. During the summer of 1917 a staff of social investigators was engaged in making case studies of men who had been crippled in industry in New York City during the preceding two years. The records of hospitals and of the Workmen's Compensation Commission were searched and some 364 men visited and interrogated as to the results of their disablement. A brief report of this investigation, entitled "*The Economic Consequences of Physical Disability*" was later published in pamphlet form by the Institute.

During the summer Dr. Devine and Mr. Douglas C. McMurtrie made a visit to Canada for the purpose of studying that government's work for disabled soldiers. In August Dr. Devine sailed for England and France to make a first hand investigation of similar work in those countries. When he decided to enter Red Cross work in France, Mr. McMurtrie was asked to become director of the Red Cross Institute for Crippled and Disabled Men, a position which he filled with great ability and without remuneration as long as the work was under the authority and direction of the National American Red Cross. The Institute functioned as an activity of the Red Cross until the fall of 1919 when, in line with the curtailment of its war activities, the American Red Cross decided to turn over the equipment of the Institute, together with the

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sum of $50,000, to a board of trustees who should continue its work as a private philanthropic institution. In appreciation of the work done by the Institute and the need it was designed to meet Dr. Farrand, director of the national organization, wrote:

> The American Red Cross is justly proud of the work that has been accomplished by the Institute, particularly in so far as it has helped solve the problem of the rehabilitation of our crippled soldiers, sailors, and marines. Indeed, I wish to emphasize that it is our feeling that the work of the Institute should not be permitted to stop, nor will this organization lose any of the interest which it has in the work of the Institute. We do believe, however, that the emergency of war having passed and the United States having set up its own program for the rehabilitation of cripples disabled during the war, under the direction of the Federal Board for Vocational Education, the Red Cross must now withdraw from further responsibility for the financial support of the Institute.

The withdrawal of the American Red Cross was made to coincide with the anniversary of Armistice Day, November 11, 1919. From that date the Institute has been known as the Institute for Crippled and Disabled Men. This report covers the activities of the Institute to May 1, 1920, or practically three years, two and a half years of which it was under the auspices of the American Red Cross.

Referring again to the table on pages 10 and 11 it will be seen that the principal task the Institute set for itself was the rehabilitation of men who are suffering from a physical disability, usually of an orthopedic nature, that is, an injury involving the amputation or loss

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of use of some limb. The work was not planned to include children, the blind, the deaf, the tuberculous, cardiacs nor epileptics.

MEDICAL WORK

The Institute has not undertaken any medical or orthopedic work. Men needing such attention are referred to suitable clinics or hospitals. The Institute makes grateful acknowledgement of the hearty co-operation afforded it by the Clinic for Functional Re-education in examinations and treatments given to men referred to it by the Institute. The value of the work that institution is doing in restoring the functions of injured members and thus greatly assisting in the rehabilitation of the disabled cannot be computed. By skilful surgical care and functional re-education the handicap is reduced to the minimum. The Institute must take the man 'as is', and plan for his rehabilitation in the condition in which it finds him, save as it may suggest and advise that he seek the improvement of his physical condition at the hands of the medical profession.

PSYCHOLOGICAL

The success of efforts on the behalf of a disabled man depends very largely upon the spirit of the man. Adversity nerves some men to unwonted effort, others it crushes. Pluck, resourcefulness, ingenuity, the will to succeed in spite of a handicap, will enable some men to surmount every obstacle. But they are the rare ones whose achievements brighten the dark page of cripple history. Take the average industrial

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worker and deprive him of the use of a member which he has looked upon as indispensable in earning his livelihood, leave him to his own gloomy forebodings and those of his family and friends, and the stage is set for a long period of inactivity and dependency which will result in spiritual loss to the man and economic loss to the community. The descent to the Avernus of chronic dependency, and even mendicancy, is easy. A querulous attitude of expecting special consideration because of misfortune easily develops into the demand of a living from the world as a right. Self-pity grows upon the food flung to the cripple by an unthinking public that knows no better way than a dole of alms. The product is to be found on the curbstones of every large city.

There is a better way. It is to meet the injured man upon the threshold of his altered life with a positive message of hope. The hospital should be the nursery of new hopes and ambitions and not a Bridge of Sighs. And the gospelers who seek the disabled man in the hospital must have in their message a positive note born of a definite knowledge of the possibilities open to the handicapped person. This is no work for amateurs actuated by commendable sympathy but lacking a practical knowledge of how remaining powers can be developed and turned to account in the struggle for an independent life. Here is a new field of effort for social workers requiring infinite tact and patience and a very considerable knowledge of the opportunities offered in the industrial world to the handicapped worker.

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The Institute has inaugurated a plan to get into touch with the disabled worker in the hospital that it may bring to him a message of encouragement and hope, even before the doctors have reached the point of medical finality. Through its department of field work it has furnished to the principal hospitals in New York and Brooklyn a blank form upon which to report to the Institute the essential facts concerning any case suffering from an injury that is likely seriously to affect his earning capacity. The cooperation of hospital social service departments is invited in referring to the Institute any persons that might be benefited by the services it has to offer, either in the matter of advice, training, or employment. When requested, a visitor is sent to call upon the man and an effort is made to enlist his cooperation in a plan for his industrial rehabilitation. It gives new courage to a man to know that an organization is devoting itself to the problems that confront him in his return to a life of activity. In some cases men are brought to the Institute that they may see how men with similar disabilities are being trained in congenial occupations. Advice is given as to suitable artificial limbs and appliances that may mitigate their condition. This work when tactfully done may give the man new ideas of what he can do and help him form plans which he may be able to carry out without any further assistance on the part of the Institute. The idea that should be implanted in his mind is that he is to return to some form of activity as soon as possible, that there is a place in the industrial order for every man, no matter how great his disability,

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and that his own happiness depends upon his finding it. Such an idea firmly lodged will form an antidote to the toxin of dependency and self-pity.

Not long ago a man who was about to leave the hospital sat in the director's office with a field worker and the employment secretary. He had been a skilled wood-worker, but the loss of both legs rendered his return to his former occupation impossible. He had no idea of what he could do and was filled with foreboding that his working days were over and that he must depend for his living upon others. When he was told that upon his return from the country, where he was being sent for recuperation, without doubt an occupation could be found for him in which his former skill would count, his face lighted up at the prospect of remunerative toil and as he went out he said, "I am very happy to know that I can be of some use again." The future will not wear for him the sinister face it did before he met people that were actually finding employment for men more handicapped than he. He had the advantage of being already a skilled worker and only needed help to direct that skill into new lines.

Society must hedge up the slough of despond into which many an injured man, left to his own unaided efforts, has stumbled. Hospital social service workers with some knowledge of the rehabilitation problem can be of immense service in this field. One training school for hospital social service has adopted the policy of acquainting its students with the work of the Institute by a visit to the school. The Institute is glad to give assistance to any who are interested

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in rehabilitation work. Films descriptive of work for the disabled will be exhibited at any time on request in its motion picture department and its very complete special library is open to the public.

PROSTHETIC APPLIANCES

A *prosthesis*, or prosthetic appliance, is a device attached to the stump of an amputated limb, the name being derived from the Greek words signifying 'something added to'. By means of ingenious artificial limbs and work devices an amputated member may be enabled to function again to a limited degree, depending largely upon the length and condition of the stump. In the case of the amputation of a leg midway between the ankle and the knee, a man may wear an artificial leg with such skill as to deceive even a close observer. The wearing of an artificial limb when the leg has been amputated through the thigh is attended with greater discomfort, but obviates the use of crutches which are a serious drawback to employment. Many employers will hire a man with an artificial limb who will balk at a man on crutches. And the continual support of the body by means of crutches may have an unfavorable effect upon the use of the hands. To get a man off of crutches may, therefore, be an important step in his industrial rehabilitation. But the high price generally asked for artificial limbs has barred many men from a return to remunerative toil. The man without means to buy an artificial leg is apt to find himself in a vicious circle: he cannot get a job because he has no leg, and he cannot afford to buy a leg because he has no job.

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Some charitable organizations have endeavored to pry a man out of the vicious circle by buying a leg for him and enabling him to pay for it in instalments.

It was this situation that influenced the Institute to interest itself in the manufacture of artificial limbs as an aid to industrial rehabilitation. When the limb shop was started in February, 1918, it was with the dual purpose of furnishing limbs at practically cost to needy persons and to train men in the industry. A small limb shop was started and a few trainees were enrolled. The training feature has not been a conspicuous success owing to the difficulty of getting trainees with sufficient mechanical ability to become proficient workers, and the great demand for a first class product which can be turned out only by highly skilled workmen.

Another consideration led to the building up of a first class limb shop. The director, Mr. McMurtrie, was a strong advocate of a governmental limb shop to supply artificial limbs to disabled soldiers and sailors. The best limb makers obtainable were procured, improved machinery installed, and an effective organization built up with the idea that the government might see its way clear to take it over with advantage to the disabled ex-service man and at a saving to the country. Canada has successfully operated such a government limb shop. A sum of money was set aside for experimental purposes and a skilled mechanic was commissioned under the Red Cross to visit England, France, and Belgium to study the methods found to be most successful there. A collection of the prosthetic devices found to be most

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useful in France was gathered by the American Red Cross in Paris and placed in the Institute as the nucleus of a museum.

The government, however, found difficulties in the way of operating its own limb shop and contented itself with a liberal patronage of the Institute shop. Up to May 1, 1920, 322 artificial legs have been furnished to soldiers and sailors under orders from the Bureau of War Risk Insurance, and 218 artificial arms, covered by American patents and manufactured by private makers, have been fitted to government beneficiaries. Besides this, 18 limbs have been furnished to the United States Employees' Compensation Commission for government employees of non-military status. This has represented a considerable saving to the government as most of them have been furnished at a lower price than that asked by commercial manufacturers.

The Institute found that the purchase of shoes by the ex-service man often imposed a hardship as this expense was not allowed by the government and for a time shoes and stump socks were furnished with each artificial leg. Two hundred pairs of shoes were furnished by the Institute at a cost of $1,200. That practice has now been discontinued and the necessary stump socks are furnished by the government.

The advantages of the limb shop have been reaped by 377 civilians who have had limbs made. Limbs of the most approved type and best material, made by expert workmen, are furnished practically at cost to needy persons. Those who cannot pay for an artificial limb in a lump sum, and whose chances of

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earning a livelihood would be improved by the possession of one, can arrange for small weekly or monthly payments as their circumstances will allow. In such cases the cost of the leg is borne by a special fund, provided by the Women's Committee, into which the deferred payments are turned, thus becoming a kind of revolving fund for assisting needy persons. Grants in aid have also been made. A specific instance will show of what benefit this special fund may be.

A lady brought to the attention of the Institute the very deserving case of a young colored man with whom she became acquainted during periodical sojourns in West Virginia. He had lost both legs below the knees in a railway accident and was struggling to make a living by doing laundry work and helping in the kitchens of winter visitors. The very low scale of wages prevailing in his district made the purchase of a pair of artificial limbs an impossibility. He did most of his work upon his knees, but when he performed his duties as a lay preacher he wore a pair of clumsy legs made by the village blacksmith. It was arranged that he should be furnished with a pair of legs for the usual price of one and that he should pay for them out of his wages at the rate of $5.00 a month. In order to make it possible for him to come to New York to be properly fitted this lady took him into her employ during the winter as a cook. The joy at possessing a pair of legs which enabled him to walk with such ease that the casual observer would not suspect that he wore artificials fairly radiated from his countenance. He performs his full duties as a cook with physical comfort and is to

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return to his home in the southland a happy and rehabilitated man, with a very warm spot in his heart for the Red Cross and the lady who made it possible for him to get the legs.

He fairly put to shame a strapping big fellow who had suffered a similar amputation and whom he saw in the Grand Central station taking toll of the passers-by under the pretext of selling pencils. This camouflaged beggar was surprised to be accosted by a very sprightly walking young colored man who expressed sympathy with him as one who had a similar disablement and exhibited his very serviceable artificial legs and advised him to seek the same help from the Red Cross. Upon the promise that he would give up panhandling and seek a self-respecting occupation the Institute made a pair of legs for this other victim of a railroad accident who now stands a full six feet on his new legs after having walked for years upon his knees to enlist the sympathy of the public that knows no better way to help than to drop its dimes and quarters into an outstretched hat. The Institute is now waiting for this second beneficiary to redeem his promise to give up begging and to use his artificial legs and not his stumps for 'business purposes'. But he has recently been seen in his old haunts wearing the old knee-pads and harvesting his small coins, although he has perfectly good legs at home bought and paid for at the Institute at fifty cents on the dollar!

Another erstwhile mendicant, however, was redeemed from the street. For three years he peddled lead pencils because he knew of no other way of making

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a living at the age of forty-eight and minus two feet. The Institute made him a pair of legs at cost and agreed to wait for its pay until he should have a job and begin to save something out of his wages. He was earnest in his desire to quit begging and accepted a job found for him by the employment department at $12 a week. Out of that slender pay in five weeks he saved $20 towards the legs he was already wearing with great satisfaction. Then for a time he was laid up with rheumatism and had to be cared for by the city. Now again he is working for $14 a week and has made another payment of $20 on his legs. His efforts to support himself at self-respecting toil puts to shame many a husky young fellow with but a single amputation who sells his manhood on the sidewalk for the nickels and dimes of an indulgent public.

The value of an artificial appliance in making it possible for a man to return to his former occupation in which he has acquired skill is shown in the case of a man who lost a half of one foot in a shipyard. He could not return to his work as a fitter because of his injured foot and he was sent to the Institute by a casualty company to be trained for a new trade. He received training as a monotype caster runner and was found a position in that occupation. During his stay at the Institute he was fitted with a partial foot which he found to be of such value to him that he has given up his newly acquired trade and returned to the shipyard as a layer-out at excellent wages. To be sure, he has an alternative occupation which he can take up should occasion demand, but the artificial appliance in the first place would have made it possible

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for him to return to the employ of the shipyard and would have saved the casualty company a considerable expense in training him for a new occupation. However, he expresses himself as being very grateful for the lessons of self-help he learned at the Institute.

In the matter of supplying artificial arms the experience of the Institute has not led it to a very sanguine view of the usefulness of any artificial device as a substitute for the human hand. The French have been reasonably successful in the use of various specialized tool-holders as substitutes for a missing hand. But little progress has been made in this country along this line. Perhaps the reason is to be found in the fact that the number of men losing a hand or arm is comparatively so small in this country that the necessity of equipping them for manual trades has not been so apparent as in France.

A few simple inventions of general utility have been fitted to partial arm amputations, their usefulness depending very largely upon the length of the stump. Dress arms for appearance sake have some value for men in certain occupations, particularly clerical, where it is desirable to obscure evidence of disability, but for practical work purposes their advantage is usually offset by the inconvenience and discomfort of wearing them. But the Institute has interested itself in supplying, in several instances, some practical device for a definite purpose. It was desirable that a young man who had lost all the fingers of his left hand should be fitted with a device by which he could hold the metal rod or wire used in the process of oxy-acetylene welding. A special glove equipped with an

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adjustable clip was made for him which enabled him to qualify as a welder at which he secured a position at good wages. Men who have lost a left hand have also been furnished with appliances whereby they could do welding.

The Institute is always ready to study a man's need for a particular operation in which a special device may enable him to perform the work. In one instance a skilled sewing machine operator was thrown out of a highly paid job because a disability affecting his legs made it impossible for him to operate the usual device for controlling his motor-driven machine. The mechanical expert at the Institute contrived a device whereby the balancing of his forearm resting upon a wooden splint controlled the starting and stopping of his motor without interfering with the function of his hand. There are many possibilities for the utilization of men with specific disabilities by the adaptation of machinery to their use. But the development of this line of work will await the interested attention of manufacturers who will undertake it, either because of a desire to help the disabled, or to utilize the handicapped worker in a short labor market.

The Institute has not undertaken to make braces for deformities but the advisability of so doing has been urged upon it. The high prices exacted in this trade impose a hardship upon the poor. The Institute is considering adding a skilled brace-maker to the staff of its limb shop as another means towards industrial rehabilitation.

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RE-EDUCATIONAL

The training activities of the Institute did not begin until March, 1918, only a little over two years ago. It has reason to be proud of the achievements of its first trainee who is now earning his $30 a week as a mechanical draftsman in the employ of one of the largest manufacturers of elevators, despite the fact that he has but one hand. He was a man of twenty-nine and some years before had lost his left arm at the elbow while operating a circular saw. He had had the disheartening experience of many another crippled man who has again and again been refused a chance to show what he could do. He had taken up sign lettering in an evening class, but no one would employ a one-handed sign writer, so he was employed at $10 a week as a messenger for a firm making blue-prints. Mr. James Pollock, a mechanical engineer who had lost his left hand some years before, was engaged as an instructor and with his class of one started out to demonstrate that a man with one good hand and a usable stump could become a draftsman. Eventually three other one-handed men, who are now employed as draftsmen, joined the class and came under the instruction of the one-handed engineer who showed a genuine enthusiasm for the work. It was necessary for the Institute to stake the first student to the training and it proved to be money well invested, for after he had secured a position he faithfully returned every cent advanced him, although his initial wage was but $15 a week.

Two other trainees of the drafting class deserve mention as showing what was accomplished by the

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faithful devotion to his work of the one-armed engineer, a man who had already reached the age at which most men think of retiring from active life. Reference has already been made to one of these, a hemiplegiac with a useless right arm, impaired locomotion, and cardiac trouble. It seemed almost a hopeless task to prepare this man to earn his living by the use of his left hand which had never done any skilled work. For a year he stuck doggedly to his drawing board while the Institute advanced him a small weekly stipend for his living expenses. The training which his left hand received enabled him to take a position with a firm requiring the retouching of negatives. He has received several advances in wages and has also earned the respect and confidence of his employer. Each week he has laid by something with which to return what was advanced him by the Institute. He is happy in being able to earn his living instead of becoming a helpless dependent.

The other case deserving special mention is that of a lad of sixteen who lost both legs below the knees and his left arm below the elbow. He was fast becoming a mendicant, selling papers on his knees, when a welfare organization in a neighboring state secured funds to send him to the Institute. He resumed the use of artificial limbs which had been provided for him but which he found convenient to leave at home when appealing to the sympathies of the public. He was given a course in mechanical drafting and after ten months' training was found employment as a draftsman. The moral effect of the training received at the Institute by this very likeable chap was of even

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greater value than the skill he acquired in the use of his one hand. With a severe triple handicap that might daunt the most courageous he can hold up his head as a self-respecting and independent member of society.

During the thirteen months this class was conducted nine men were trained for drafting who found employment in that line of work. In the readjustment of industries requiring draftsmen at the close of the war the call for draftsmen fell off and it was considered wise to discontinue the class and the one-armed instructor found a position teaching disabled soldiers in the reconstruction hospitals. It may be that a new demand for draftsmen may make the reopening of the course advisable, for it has been demonstrated that it is a suitable occupation for men of a certain type who have one good hand and a serviceable stump for holding the T-square and triangle in position.

PRINTING

By May, 1918, a very complete print shop had been installed for the purpose of giving instruction in various branches of the printing trade, but more especially to train monotype operators who are always in demand. Through the generosity of the Lanston Monotype Machine Company two keyboards and four casting machines, with a full complement of equipment, were loaned for the instruction of operators. Instruction in keyboard operating has been confined to those who had formerly followed the printing trade. Two soldiers were given partial instruction but their removal to hospitals at a distance interrupted their training.

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The chief instruction has been given in the operation of the casting machine which does not require a high degree of mechanical skill and can be done by men with various disabilities. Several men who had lost fingers, and more who were lame, have been trained for this line of work. The period of training has varied from five weeks to as many months. The initial wage has generally been $15 a week. The first trainee, who had lost two fingers of his right hand in a munition factory and whose remaining fingers were stiff, is now after less than two years in the trade earning $40 a week. Positions are found without difficulty for trainees as soon as they are competent to take charge of a caster. The advanced students are paid a small training wage when this is necessary to their maintenance.

Of the twenty-eight men enrolled for instruction as caster runners, fourteen completed their training and were placed in positions; the rest were either dropped as unsuitable or failed to turn up for training after enrolment. One man found the work unsuitable and was given training at press feeding and was for a time employed by the Institute. He has since entered another occupation.

The print shop has done a large amount of printing for the Red Cross and the excellence of its work has received very favorable comment. The *Carry On* magazine was set up in its shop, and *Thumbs Up* and other Institute publications are issued from its press. Some outside printing is also done.

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MOTION PICTURE PROJECTION

Motion picture projection has proved a boon to a large number of handicapped men since the class was started in June, 1918. Of the seventy-three men enrolled in the class, thirteen had suffered the amputation of a leg and twenty were lame; thirteen had some arm disability. Those with leg amputations have artificial limbs, for crutches are highly inconvenient in a motion picture booth. Arm injuries that permit of at least the partial use of both hands need not bar a man from this work, but the loss of a hand does. All modern projectors are motor driven so that tiresome cranking is eliminated. Twenty men completed their training and were licensed as operators, and are averaging about $35 a week, some getting as high as $50. A number of men who enrolled for motion picture projecting were found positions at film examining, by which they could support themselves while in training for projecting, and continued in that employment and so did not take up projecting. Others were evidently afraid they could not master the technical knowledge required for a license and dropped out. Then there was the usual number of men who enroll and never show up again.

Most of the equipment used in instruction has been loaned by the manufacturers of projection apparatus. A text-book prepared by Mr. James Cameron, the instructor, is used in the class and men are familiarized with the use of various types of apparatus. Candidates for license as operators must be at least twenty-one years of age and must pass both a theoretical

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and practical examination conducted by the city authorities.

Many of the men who have taken up projection have supported themselves during their training by night work at film examining and mending in the large film exchanges. The figures given above do not include some nine men who were enrolled for brief instruction in film examining and were found positions. Others were referred directly to the film exchanges by the employment bureau and received their training on the job.

One particularly grateful trainee is a man who was a painter and was overcome by fumes while painting a stack and fell seventy-five feet injuring his spine so that he walks with difficulty with two canes. When he applied for instruction he was making but $8 a week at dish-washing. It was necessary to furnish him with maintenance during the first few weeks of his training. Then he secured a night position as film examiner and at once began to pay back the money advanced him for maintenance. By the time he had secured his license he had paid back his maintenance out of his weekly earnings of $18 a week at film examining. He started in projecting at a small wage but after a month or two was getting $25 a week. He came into the director's office the other day to report how he was doing. He had had several increases and is now getting $35 a week. With justifiable pride he exhibited his savings bank account showing that in about eighteen months he had accumulated $1,400.

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Another man had for years conducted a newsstand on the corner where the Institute is located. His powers of locomotion were greatly impaired many years ago by an injury to his hips. He took up projecting at the Institute in his spare time, secured a license and has doubled his weekly income by operating evenings. He is now an instructor at the Institute in the practical use of the apparatus.

Several British, Canadian, and American soldiers have been trained for this work. Men who have been trained at the Institute have become competent projectors in a field in which there are a large number of men with insufficient technical knowledge to meet the emergencies that are likely to occur in the booth. Considering the excellent wages received by the trainees, the comparatively low cost of instruction, and the constant demand for competent operators this class has proved to be very successful.

WELDING

In July, 1918, instruction was begun in oxy-acetylene welding. A brick shop had been built adjoining the Institute and apparatus installed for instruction in cutting and welding. An acetylene generator was also provided. The shop is also equipped with portable apparatus which is used for jobs away from the shop. Where pre-heating is required it can be done in the shop or yard by means of charcoal or a kerosene torch.

The Institute was influenced in selecting oxy-acetylene welding as a suitable subject for instruction because of the fact that a man with one good hand,

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particularly if it be the right, and even a makeshift for a left capable of holding a light metal rod, can become a welder in from six to twelve weeks if he has a fair degree of intelligence. The ability to read English is not essential as the training is of a practical nature. The process is being rapidly extended in metal industries and there is a good demand for welders at excellent wages.

During the twenty-two months that instruction has been given eighty-five men have been enrolled. The number of those with arm disabilities was forty-three, of which number eleven had lost a hand and thirteen a portion of a hand; those with leg disabilities numbered twenty-five, of which twelve had suffered an amputation. The remaining thirteen had various disabilities. Twenty-nine completed their training and were placed in welding jobs; of this number sixteen had arm disabilities, seven leg disabilities and six miscellaneous disabilities. Others have probably taken welding jobs but have not reported the fact to the Institute, although all who received instruction were requested to do so. There was the usual number who enrolled for the course but either failed to show up for instruction or dropped out of training for one reason or another. A few found the work unsuitable.

The men in training have had the advantage of assisting in practical welding jobs of wide variety. The instructor is an expert welder with years of practical experience. A considerable amount of custom work is brought to the shop. One of the trainees was engaged as a business agent and has worked up a custom trade that brings in a substantial revenue.

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The need was felt for a truck to bring in jobs, as well as to serve other purposes of the Institute, and a one-ton Ford truck was presented to the Institute by the Red Cross. It serves all the departments, bringing in custom work and making deliveries for the welding shop, the typewriter repair, enameling, nickel plating, and printing departments, and also assisting the Federation of Associations for Cripples in taking work to the home-bound cripples under its care.

The custom work brought to the shop comprises broken typewriters, machine and automobile parts, bronze and aluminum castings, steel barrels, and a wide variety of miscellaneous repairs. In this way the trainees obtain knowledge of general welding and cutting operations. The training is rather expensive because of the gas and materials used, but the revenue of the shop is a substantial offset to this expense.

Three or four typical cases may be of interest. A young Italian lad of seventeen lost the four fingers of his right hand in a punch press. He took training in the afternoon as he could spare time from his job as errand boy at which he was earning $7 a week. He secured a job with a street railway company at $4.17 a day which he has held for over a year and is planning to devote his evenings to a course in mechanical engineering.

Another Italian lad of fifteen who had lost four fingers of his left hand came to the Institute and tried mechanical drafting for a while. He found the work unsuitable and was transferred at his own request to the welding class. His attendance was somewhat irregular owing to youthful instability and he finally

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ceased coming and it was supposed he had abandoned the work. But some time later he reported that he was engaged in welding in a shipyard at $27 a week. Recently he telephoned in to say that he was making $40 a week.

The bearing which rehabilitation through training may have upon the question of workmen's compensation is shown by the case of a mechanic who fell in a submarine during its construction in a shipyard. He sustained a compound fracture of the left arm followed by infection. For a year and a half he was unable to work and received $10 a week compensation. The company considered him a $4,000 liability. The far-sighted manager of the casualty company carrying the risk determined to experiment with his re-education. In addition to his regular compensation, which was continued to his wife, he was furnished with transportation to New York and $20 a week for his expenses. He was given six weeks in the welding shop at the Institute and at the end of that time returned to the shipyard at a better wage than before his injury. His arm improved with use and he is now one of the best welders in the shipyard drawing his $50 a week. The company was able to write him off their books at a saving of about $3,000 of the estimated cost of his prolonged disability. Encouraged by that case the same casualty company has sent four other men to the Institute for training with the result that they are all earning good wages. Another casualty company had an injured workman trained in welding and restored to a good wage scale.

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What the Red Cross in Cincinnati got for the investment of $200 in a patriotic lad from North Carolina is interesting. In his anxiety to bear arms for his country he falsified his age and was sent to Fort Thomas to be inducted into service. As he stepped from the street car he sprained his ankle and was taken to the military hospital. Tonsilitis and appendicitis followed in quick succession and Raynaud's gangrene nearly claimed him as a victim. He lost the ends of his toes, the ends of the fingers of his right hand and all the fingers and thumb of his left hand. Being under eighteen and not having been inducted into service he was outside the provisions of the government for the rehabilitation of disabled soldiers. He was sent to the Institute in January, 1919, for re-education. A device was made for the stump of his left hand which enabled him to do welding. In May he was sent back to Cincinnati to take a welding job at $25 a week. The $200 paid all his expenses while in training and he had a little money in his pocket after his return fare had been paid.

JEWELRY MAKING

In July, 1918, a class in jewelry making that had been conducted for ten years by the Brearley League in the Rhinelander School for Crippled Children was transferred to the Institute, the League continuing to pay the salary of the instructor. Most of the trainees are boys who are handicapped by some crippling disease but have good use of their hands. They are taught the elementary processes of hand work in the manufacture of jewelry, such as soldering, sawing,

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filing, piercing, etc. Such instruction is given them in geometry as will enable them to apply designs to metal.

One young lad was put into the class who was so badly crippled that he rarely left home and when he first came to the Institute had to be carried upstairs. He walked with great difficulty on crutches. He displayed a talent for drawing and was given instruction in jewelry designing. With great faithfulness and regularity he attended the Institute for a year and a half coming from his home by the street car, his package of lunch dangling from the button-hole of his coat. His placement at commercial work seemed almost an impossibility, but finally a position was found for him with a jewelry firm where his work is coloring the designs of coats of arms. For this he is getting $9 a week for four hours' work a day.

Some older men have also taken the training. One was a United States mail cadet who lost a leg through an accident on shipboard. After four months' training he took a position where he is now earning $27 a week with good prospects of increasing wages. Another is a soldier who was trained for five months in the school and then transferred by the Federal Board for Vocational Education to a jewelry factory for further placement training. The Federal Board also found a soldier who had lost both legs who wished training in jewelry making. As he could not get to the Institute tools were furnished him at home and the instructor in jewelry goes to his home during the noon hour to give him instruction. It is expected that

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he will be able to get about on artificial legs and eventually obtain employment in a shop.

Fifty-three trainees have been enrolled in the jewelry class, all but five having some disability affecting their powers of locomotion, three were cardiacs, one hard of hearing and one a dwarf. Twelve have been placed in the jewelry trade at wages ranging from $8 to $27 a week; two have found other work; three were transferred to other training; four had to quit for health reasons; four were found to be unsuitable; six failed to show up after enrolment; four took summer training and then returned to school; the rest are in training.

The present demand for workers in the jewelry trade is such that little difficulty is found in placing the students after four or five months of training. Proficiency and the resulting high wages are gained in the trade, some of the earlier trainees getting as high as $50 a week.

The Institute has received the gift of a complete set of watch-maker's tools which belonged to a soldier who gave his life for his country. This equipment, given by the soldier's mother, is now being used in teaching watch and clock repairing and the first student is in training.

TYPEWRITER REPAIR

The next class to be started was one in the repair of typewriters. Instruction was begun in January, 1919. The work consists in the cleaning, repair, rebuilding and adjustment of typewriters and is suitable for men mechanically inclined who require a seated

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occupation. Most of the men enrolled in this class have some leg disability. A good repair man can usually find employment at good wages.

The Institute was fortunate in getting from the army some eighty-nine unusable typewriters. Some of them could not be used except for parts, but others could be rebuilt and rendered serviceable. These machines were made the basis of instruction and outside machines were also taken in to be rebuilt. Difficulty was experienced in getting the parts re-nickeled and inasmuch as there was a nickel plating outfit belonging to the artificial limb department this was enlarged and put in charge of a one-armed man. The same trouble in getting the frames enameled led to the installation of a japanning department consisting of an oven, spray booth and air brushes. Now the entire work of rebuilding a typewriter can be done at the Institute.

Thirty-eight men have been enrolled in the class in typewriter repair. Six men have found positions as repairmen; three were transferred to other training, four had to give up for health reasons; four found other work; eight did not return after enrolment; nine are still in training.

Five men have enrolled for nickel plating, including the first trainee who is now the instructor. He has broken in a lad with one arm, who after many futile attempts to find steady employment is now working for a nickel plater; one was found to be unsuitable and was secured other employment; the other two did not return for training.

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Enameling is now being taught to four men. One man with a partially disabled hand has been placed at enameling where he uses the air brush. Two others failed to take the training after enrolment. This department not only does the japanning for the typewriter department and the enameling of the artificial limbs but also takes in outside work, such as the japanning of sewing machine heads. The men are also taught the application of gilt transfers.

In the three foregoing classes the trainees are paid a small training wage, usually $10 a week, in lieu of maintenance. This is possible where the men are engaged in commercial work. They are required to turn out a product that will be acceptable to the patron of the shop. In this way a commercial standard is maintained and the trainees get actual experience under shop conditions.

TELEPHONE SWITCHBOARD OPERATING

It was found that the private telephone exchange of the Institute could be used to advantage in teaching men who could not undertake work of a more exacting nature. The first trainee was a lad who had lost both legs and an arm. After a brief training at the switchboard he was found a position as a night operator in a hospital and for over a year has supported himself at this work. Ten men have been found positions involving the manipulation of the switchboard after a few days or weeks of training. The case of one man is typical. He was a colored man in the city home who had lost an arm and a leg and much to his dislike was forced to live in idleness as a ward of the city.

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He was given a pass to come to the Institute and after a few days' training was found a situation which raised him to the position of a self-respecting wage earner. He has undertaken to further better his condition by getting an artificial limb which he is paying for out of his slender wages. He is happy to be able to support himself on his own earnings.

STATISTICS OF TRAINING DEPARTMENT

	Total	*Drafting*	*Artificial Limb*	*Printing*	*Motion Picture*	*Welding*	*Jewelry*	*Typewriter Rep.*	*Plating*	*Enameling*	*Telephone Oper.*
Number enrolled	336	20	7	31	73	85	53	38	6	7	16
Did not begin work	61			5	22	16	6	8	1	1	2
Transferred to another class	15	3		1	2	2	3	3	1		
Cont'd training elsewhere	11	1		1		3	5	1			
Found other work	20	2	1	1		8	2	4	1		1
Unsuitable	25	4	2	5	3	4	4	1	1		1
Quit on account of health	13			1	2	2	4	4			
Quit—no reason	25	1	2	1	8	7	3	2		1	
Placed in work trained for	115	9	2	16	28	29	12	6	1	1	11
In training May 1, 1920	51				8	14	14	9	1	4	1

PLACEMENT TRAINING

The Institute conducts no placement training, that is, training on the job in a shop or factory. The employment department has acquired a knowledge, through its industrial survey, of a number of manu-

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facturers who will take learners and will pay them a wage while learning. Where the processes are suitable for the handicapped, and conditions of work are satisfactory, men likely to profit by such training are referred to those places. It has been the policy of the Institute not to start training classes in industries in which placement training is available under suitable conditions. This side of the work is capable of large expansion. It would require careful supervision and follow-up work which would involve the cooperation of the employer, and would necessitate an increase in the staff of the Institute.

While having the advantage of greatly multiplying the training opportunities for the handicapped, placement training has its disadvantages, particularly in the case of those who lack confidence in their abilities and who need the encouragement, moral tonic and patient oversight they are more likely to receive in a special school for the handicapped. An employer naturally seeks his own advantage in giving training in a particular process and his object is to make that training profitable to himself. On the other hand, the Institute seeks to develop the individual and to lead him by easy stages into habits of industry. The rigid requirements of the shop must necessarily be relaxed to some degree. Cripples who find travel on the street cars during the rush hours almost terrifying at first must be given some leeway in the matter of arrival and departure. Those needing to attend clinics for treatment must be accommodated; those who can work only part of a day, either from a lack of physical

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endurance or to assist in their maintenance by part-time work, must have special consideration. It is difficult to secure these special considerations in a shop conducted for purely commercial profit. And, furthermore, it is often discouraging for a handicapped worker to initiate his training alongside a normal person, but where he works with other handicapped persons his pride will lead him to minimize his disability and to strive to excel in his work. No normal man wishes to admit that another is worse off than he. That type is to be found on the sidewalk exhibiting his disability to extract sympathy and alms from the unthinking. These considerations argue strongly for the special school where study is given to the individual and where his training can be changed, if necessary, to one more congenial to his tastes and capabilities. These conditions do not obtain in most shops offering placement training.

HOME TRAINING

Another field of training with which the Institute has had some contact is that for the cripple who is, either temporarily or permanently, home-bound. Excellent work is being done by the Federation of Associations for Cripples in finding profitable work for the home-bound and, in some cases, furnishing them with teachers. The secretary of the Federation, Miss Elizabeth McCleery, has her office in the Institute and its motor truck is used to send to shut-ins work offered by manufacturers and to bring back the finished product. In a case cited above the instructor in

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jewelry is giving instruction to a soldier who has lost both legs but who, it is expected, will eventually be capable of undertaking work in a shop. It is recommended by the recent Cripple Survey that the responsibility for work for the home-bound be definitely assumed by the Institute. This work is designed to bring to the cripple, who cannot leave his home, not work of a recreational nature such as the well-to-do can indulge in, but work which will assist in maintaining the family budget.

MAINTENANCE

In dealing with the problem of the civilian cripple the question must be answered, how are the expenses involved in carrying out a plan for his rehabilitation to be met? In the case of the soldier the government has made generous provision by special appropriation for the payment of his tuition, incidental expenses, and for his maintenance during training. The Institute provides free training to both soldier and civilian who can profit by the courses it offers. But the question of living expenses must also be faced.

Those who are injured in industries covered by workmen's compensation, state or federal have, presumptively, at least a slender means of support during training. The fact is that few men receiving workmen's compensation take training during the period they are receiving compensation. This for several reasons. Some are not physically fit. Others prefer to enjoy a period of idleness, little reckoning what

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will happen when compensation ceases. Others have contracted a habit of assuming an attitude of disablement for compensation purposes. Some fear that any activity on their part will jeopardize their compensation, while the fact is that the taking of training without pay will not affect their status with the casualty companies.

A large class of persons are incapacitated for earning their living by accidents that are not compensable, by disease, and because of congenital infirmities. Society must make provision for these as well as for those injured in industry.

Men who have been trained at the Institute have been supported in various ways. Some have received help from their families and friends, fraternal and philanthropic organizations. Others have supported themselves in part-time jobs furnished by the employment department. To others the Institute has extended small training pay in production classes, and some it has helped by maintenance loans. For a time small weekly loans were made to trainees with the understanding that these should be repaid in convenient instalments when a position had been secured. Some trainees have, with great faithfulness repaid the loans which have proved to be a veritable boon to them, but others have abused the confidence of the Institute and made no efforts to return the loans although able to do so. On the whole the plan has been rather disappointing, as is shown by the accompanying table.

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MAINTENANCE ACCOUNT

	Loaned	*Repaid*	*Balance Unpaid*
Drafting	$765.00	$427.85	$337.15
Artificial limb	90.00	6.00	84.00
Printing	91.00		91.00
Motion picture operating	546.00	153.00	393.00
Welding	419.00	120.00	299.00
Jewelry	248.00		248.00
Typewriter repair	136.00	37.00	99.00
Nickel plating			
Enameling			
Telephone switchboard operating	31.00	31.00	
Totals	*$2,326.00*	*$774.85*	*$1,551.15*

It is still believed that a revolving fund judiciously used and properly safeguarded would make possible the training of men who otherwise would be deprived of the opportunity This might be more effectively done by an auxiliary organization who would be guaranteed against losses by the Institute. By this means collections might be expedited.

EMPLOYMENT

Special facilities must be provided for securing employment for the handicapped. The ordinary employment bureau does not care to bother with cripples. More thought in placing them is required, if the disabled man and the employer are to be well served.

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The needs of both must be studied with a care not ordinarily bestowed upon the applicants to a general bureau or upon the employer using only normal men, otherwise the placement will not stick, to the discouragement of the cripple and to the disgust of the employer who is willing to make the experiment. It cannot be emphasized too strongly that the rehabilitation of the disabled man is the primary consideration in the placement of the handicapped. The number of men placed is not so important as the nature of the placement. To get a man an immediate job is one thing, to get a man a job that will be a positive and constructive factor in his rehabilitation is quite another matter. The latter kind of placement requires a very special knowledge of the needs of an employer, the suitability of the job for the handicapped worker, and the temperament and capabilities of the man. This involves a personal contact with the employer and the enlistment of his interest. It is an office job plus a service of investigation and follow-up.

The Institute found ready to hand an employment service with a year's experience in dealing with the handicapped. It grew out of a very definite need experienced by the Federation of Associations for Cripples and was conducted for both men and women by the Hudson Guild. In January, 1918, the work for men was taken over by the Institute and Miss Gertrude R. Stein and Miss Hannah Baumann, who had been in charge of that work, were added to the staff of the Institute. Work was limited to men with

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orthopedic handicaps, that is, disabilities affecting the use of the limbs, although a few other types were included, for there are often secondary handicaps affecting sight, hearing, speech, and the heart, which when they stand alone, are usually referred to organizations dealing particularly with such cases.

The employment department has kept constantly in mind that its duty is to assist, by all suitable means, in the rehabilitation of the disabled, by advising the men to secure suitable artificial appliances and to seek training when that seems to be feasible and likely to produce beneficial results. The training facilities of the Institute are kept constantly in mind and the young and trainable are urged to consult the director with a view to learning a trade. The result is that it is a feeder to "The School of Another Chance."

The aim of the department is to make constructive placements of positive social worth. This involves a knowledge of the medical history of the applicant. Where possible a diagnosis of his case is secured from a clinic or hospital he has attended, or from a private doctor. The interests of the public must be considered and fellow-workers guarded against a communicable disease. A record of epilepsy, which sometimes complicates certain orthopedic cases, must be known and taken into consideration in work-plans for a man, otherwise an injustice may be done to an employer. Suspicions of mental defectiveness sometimes lead to a psychological test by a psychiatrist.

Not only must the interests of fellow workers be considered but the man's own health must be safe-

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guarded. This involves a knowledge of the sanitary conditions of the shop to which he is sent.

Congeniality of work must enter into a man's placement, if the best results are to be obtained. It is a waste of time and effort to try to force a man into a job he does not like. And even such a low level occupation as a watchman's job may, after all, be the most suitable, taking into consideration the taste and caliber of the man. This is particularly the case with older men who may be untrainable.

Another thing to be taken into consideration is whether the wages in the job to which he is sent are likely to increase with his usefulness to his employer. An employer is asked to take a man on the sole grounds of his usefulness, aside from any charitable impulse. But the cripple must be guarded against exploitation and any employer who fails to pay a cripple according to his worth simply because he is a cripple is not playing fair. Under such circumstances the employment bureau is justified in trying to find another job for the man.

The location of the job in relation to the man's home deserves some attention. The difficulties experienced by the normal worker in using the lines of public transportation during the rush hours are greatly multiplied in the case of the cripple. To place a man in a job across the city when another near his home is available would be wasteful of his strength.

From what has been said it will readily be seen that an employment bureau for the handicapped must give better service to the employer than the ordinary agency. Only by giving better service can it maintain

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its hold upon the employer who, quite naturally, is not anxious to make use of the handicapped.

The special bureau must constantly deal with some men who are practically unplaceable because of the nature of their disabilities or their attitude of mind. To constantly pester an employer by sending him impossible applicants only disappoints him with the service and lessens the likelihood of his considering men who might really be useful to him. Some types have been recognized as almost unplaceable: the old man who is paraplegic and so slow as to be a drag on the job; the epileptic and those with communicable diseases; the man with a double arm amputation; the man of clerical type with a right side hemiplegia and whose speech centers are affected; the man who has formed mendicant habits and who prefers to make an easy living by begging rather than maintain himself by self-respecting labor at a lower return. Society must face the problem of the unplaceable by providing a workshop where he can support himself at something he is capable of doing, even if his work be not commercially profitable. It would be economically less wasteful to conduct a subsidized workshop for the unfit than to support them in almshouses, and the mental and moral benefit to the men themselves would be incalculable. Only when such facilities are provided will society be justified in taking stern measures to remove from the streets the mendicant cripples, many of whom are arrant fakirs, but others of whom are absolutely unplaceable.

Mention has already been made of the fact that an employment bureau must know the opportunities

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which industry offers for the employment of the handicapped. Innumerable industrial surveys have been made, but here is need for another to discover the operations capable of being performed by handicapped men, to acquaint employers with this source of labor supply and solicit their interest and cooperation.

In the early part of 1918 the Institute undertook a survey of the chief industries of New York City. The manufacturers' and merchants' associations were first visited and then the local trade associations and labor unions. In all, 102 associations were visited, as well as twenty-seven medical societies and dispensaries. The cooperation of trade journals was solicited and secured. The Institute was assisted in its survey of the largest factories in each industry by Mr. F. R. Bigler, of Kansas City, himself a cripple minus an arm and a leg, who was quick to see the possibilities for the handicapped worker. During the first six months 542 factories were carefully surveyed and reports filed at the Institute. Many thousands of circulars were sent out and about 1,500 factories were visited for the purpose of soliciting interest and cooperation. More than 1,200 different jobs were found which could be performed by leg cripples and 275 that could utilize arm cripples.

This general survey was valuable in locating industries that could use cripples, and while the practical attempt at placing men in those jobs may have since proved that the view of the survey was rather roseate, great benefit was derived from the work. The present policy of the department is to visit factories upon the invitation of employers with whom correspondence

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has been opened. Upon such a visit the investigator studies the processes possible for a handicapped person. The physical aspects of the factory in respect to the number of employees, light, ventilation, dust, fire hazards, elevator facilities, sanitary conditions, etc., are noted on the report. The type of employees is acertained and the existence of any racial preferences or antipathies. This is quite necessary to save the applicant from rebuffs that are likely to add to his discouragement.

The effectiveness of an employment bureau depends very largely upon its follow-up work. Much that is helpful can be learned from the men themselves as to conditions they meet in their work. It has been found that about eighty per cent. of the men respond to letters sent to them from time to time inquiring how they are getting along. The replies are summarized on the case records. An evening office hour once a week gives the men an opportunity to consult with the secretary regarding any matter upon which they may need advice. Men wishing to seek other employment are given counsel. It is felt that ordinarily it is best for the cripples to make any adjustment of differences directly with the employer after advice, rather than through the bureau, as this tends to develop self-reliance. Frequent visits to the employer are not thought to be advisable, either from the effect upon the employer or the worker.

The statistics for the employment department from January 1, 1918 to May 1, 1920 follows:

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STATISTICS OF EMPLOYMENT DEPARTMENT

	1918	*1919*	*1920 (4 mo.)*	*Total*
Number of calls from employers	1,377	828	381	2,586
New applicants[1]	1,285	932	246	2,463
Renewals[2]	2,337	2,695	1,034	6,066
Number of visits of applicants to office	3,622	3,627	1,339	8,588
Interviews for consultation only	306	331	101	738
Number referred to work	2,823	2,342	912	6,077
Number of placements	992	896	348	2,236

[1] Cases not repeated.
[2] Applicants returning to bureau.

In the appendix will be found other statistical information regarding the jobs found for men with various handicaps and the sources from which men have been referred to the Institute. It will be quite readily seen by studying the statement of sources that more complete and hearty cooperation upon the part of social agencies would multiply the Institute's opportunities for usefulness.

Some interesting cases dealt with by the employment department will illustrate the kind of work it is doing. The names are fictitious but the facts are genuine.

Many men through long unemployment have come to believe that they cannot find work and the family adjustments are made in that belief. The wife and mother who should be the home-maker is forced to become the bread-winner while the disabled wage-earner sits at home. John Gregory was a roofer and

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owned his own business two years ago. As the result of a fall from a roof he lost his right leg. He received no compensation as he was his own employer. His wife had to go out to work to supplement the wages earned by their son. Gregory remained at home idle because none of them thought a man minus a leg could work. One day he saw that the Institute advertised to find work for cripples. He applied for a job and the next day was sent to a firm making novelties where he was given a seated job on celluloid work. Later, a job in which he could put to use the knowledge of his former trade was found for him and he was set at soldering in a shop making electrical specialties. He earned between $18 and $36 a week and although he had to come into the city by rail a distance of eighteen miles he never missed a day at work. The next progressive step in his placement was when work was found for him near home soldering oil cans. He works as hard and accomplishes as much as any man in the shop and he no longer considers himself disabled.

Another man who had been out of work for two years wrote to the Institute that it was difficult for him to get about during the winter on two artificial legs. But when spring came John Mulligan was found a position in a toy factory. He then had a brief experience in war-time work in the quartermaster's department and after the armistice was placed with a large millinery novelty house where he cuts out celluloid patterns. He has given excellent satisfaction to his employer and has made as high as $40 a week.

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A double leg amputation did not prove an insurmountable difficulty to finding a job for Morris Rubinstein who was fifty-two years old and had been out of a job for six years. The case had been known to the United Hebrew Charities for twenty years and they saw that he was becoming confirmed in his dependence upon others and felt it was almost hopeless to try to induce him to work. The moral effect upon his children of their father's idleness was not good. His hands had been weakened by Raynaud's gangrene which had cost him his legs. So the range of work he could do was very limited. He was placed with a clipping bureau and except for a few periods when he has been in the hospital he has been steadily employed cutting and pasting clippings. He is greatly pleased to be engaged in regular work.

Because a man has been a clerical worker it is by no means certain that he cannot take up a mechanical job suitable to a handicap. George Brown had been a time-keeper, an insurance collector, and had worked in a real estate office up to the age of forty-one when he applied to the Institute for work. He got about with difficulty on an artificial leg, for the other leg was stiff. He had just closed an unsuccessful venture at running a candy store, the rock upon which many a disabled man has made shipwreck of his compensation settlement. He thought he would like to learn something mechanical and was placed with a firm that manufactures automatic numbering machines. Here he gained considerable knowledge of various mechanical processes. He then found a position with a machine house where he earned as high as $36 a

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week on a milling machine. Finding the work too heavy he applied to the Institute and was secured a position in which his mechanical training and his ability to read blue-prints and use the micrometer stand him in good stead. His only wish is that he had entered this line of work earlier.

The man who has lost an arm presents a very difficult problem to the employment department. A study of the list of placements of one-armed men to be found in the appendix will show that there are a number of operations they can successfully perform. One young man, a Lithuanian coal miner, who had lost his left hand in the mines, had held only messenger positions for four years when he applied to the Institute. He was found a job filling paint pails by machinery in a paint factory. He also lays out orders in the shipping room.

Probably the best placement of a one-armed man was that of an engineer who lost his arm in the navy. He came to the Institute thoroughly discouraged in his fruitless attempts to find a situation through the various employment agencies. The Institute was fortunate enough to find a position for him in an electric power house in Mississippi where he has been for the past year and a half. He is chief engineer and writes with pride of the improvements he has made.

The Institute has been able to place not only men of the watchmen type but can point with pride to its services to a considerable number of men of high type and excellent ability who have been helped to suitable positions.

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FIELD WORK

Effective work for the rehabilitation of a disabled man often depends upon such an intimate knowledge of the circumstances of his life as can be obtained only by a trained social worker. Currents in his life that do not appear upon the surface may profoundly affect the problem of his rehabilitation. Home conditions, helpful or otherwise, may modify the success of plans in his behalf. It often happens that some other social organization has been interested in his welfare, or that of his family, and the plans of the Institute involve cooperation with that agency or with others that may be able to render help of a special kind. Often his case is known to the social service department of a hospital and he will first learn about the facilities offered by the Institute through a social service worker. The field work department strives to maintain a helpful relationship with the social service departments of hospitals and to facilitate referrals of cases likely to need the services of the Institute by means of blanks upon which the necessary data can be reported. His transportation may require the help of the motor corps, or he may need a period of recuperation in the country, or a psychological test may be advisable, or he should be directed to some special clinic for examination or treatment. His support during training may be undertaken by some organization when the facts are presented to it. An out-of-town applicant for training may require assistance in finding a suitable boarding place.

The field work department cooperates, therefore, with such other agencies as are, or may be, interested

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in helping. It does more. It assists in the work of the different departments of the Institute. He may be purchasing an artificial limb on the 'agreement plan', that is, on a pledge to make regular payments therefor out of his wages, and the reasons for non-payment must be investigated. He may be enrolled as a trainee and the reasons for absence must be ascertained. Or, after placement something may interfere with his employment and a home visit is required. A knowledge of the man in his wider relations is necessary to effective work in his behalf, and this knowledge can be best obtained by workers who come into sympathetic touch with him and make all efforts tend towards a single aim, that is, his complete rehabilitation. The very complete records kept in the office are valuable to an understanding of his case and in forming an estimate of his disposition to cooperate.

The complexity of the work of this department and the number of social agencies involved in a man's rehabilitation can best be understood by a brief synopsis of several typical cases.

One of the city hospitals referred to the Institute the case of a badly crippled lad whose only outlook after discharge from the hospital as a permanent cripple was the City Home, for his family refused to help him. He had had no training that would fit him for a job although he was ambitious to help himself. It was believed that he could be trained at the Institute to repair typewriters as he had the use of both hands and was mechanically inclined. The field worker interested the United Jewish Aid Society of Brooklyn in providing maintenance for him during

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training. A suitable boarding place was found for him within walking distance of the Institute and through all kinds of weather he swung himself to the class on his crutches. The hope of becoming self-supporting spurred him to faithful endeavor and he became a capable workman. The severity of his handicap proved to be a bar to his employment as a typewriter repair man but he secured a position with a jewelry firm at a mechanical job at which he has supported himself for more than a year. His training did not result in his employment in that particular work, but it did prove that he could become an efficient workman and paved the way for his present success.

Another case was referred by the social service department of another hospital for an artificial leg and suitable employment. The condition of his stump made it inadvisable to fit him at once with a permanent leg and he was advised to take training in monotype caster running until such time as the possession of a suitable leg would make him employable. The use of crutches during training would be impossible so a temporary leg was cast to fit his stump and he laid aside his crutches and entered the class. The wearing of the temporary leg will improve his stump and prepare it for a permanent one, after getting which he will be able to secure a position.

A field worker was asked to call upon a man in the City Hospital who had ordered a leg made in the Institute limb shop to learn the prospects of his employment and the likelihood of his meeting the payments on his leg. As soon as the leg was completed and he was able to use it he applied to the field work

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department for assistance in finding a job. He was referred to the employment department which secured a position for him upon his discharge from the hospital. Out of his earnings he has made regular payments on his leg and has it nearly paid for.

The case of a colored man involved cooperation with a large number of social agencies. One department of the Red Cross paid for artificial legs, another looked after his transportation. One organization sent friendly visitors to the hospital and his home; two clinics looked after his eyes and teeth; a hospital provided for the re-operation on a troublesome stump; the Institute attempted to give him training and made his legs; one organization furnished him with a teacher at home, another gave the services of a visiting nurse, and the employment department finally placed him. The field work department engineered the whole job. The case in more detail will be illustrative.

He was the driver of a coal cart in a Pennsylvania town and both feet were frozen, necessitating the amputation of the left leg below the knee and the right foot through the instep. The Canadian Division of the Home Service Section of the New York County Chapter of the Red Cross became interested in his plight because his brother had enlisted in the British forces in Canada. The field work department was asked to make plans for his rehabilitation. His mother was so discouraged about his future that she wanted him admitted to some institution for she thought that he would never be able to do any work. But the Institute had better hopes for him.

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The first steps toward his rehabilitation was to make it possible for him to get about. He was brought to the Institute by the Red Cross Motor Corps and carried to the limb shop. A pair of legs was made for him for which the Home Service paid. An instructor, himself a man with a double amputation, was provided to teach him how to use his new legs. But the stump of his right foot proved to be very troublesome and he was taken to the Orthopedic Hospital for advice. A re-operation was deemed necessary and as that hospital was crowded the amputation of the remainder of his foot was performed at the Presbyterian Hospital.

In the meanwhile the New York League on Urban Conditions among Negroes was interested in his case and friendly visitors were sent to the hospital and later to his home with the view of improving home conditions.

After the second operation on his right leg he was able to get about on one artificial leg and a pair of crutches until such time as his stump was in condition to wear another artificial leg. Plans were then made for training him for some occupation. His scanty education and the fact that he had done only common porter work limited his training possibilities. It was thought that he might attend a telephone switchboard and arrangements were made with the motor corps to bring him to the Institute each day for training. The experiment did not prove successful because his slowness of speech was a bar to this work and he was given a trial at jewelry making. He did not develop a fitness for that work but expressed a desire to learn bookbinding. As that branch is not taught at the Institute

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the Federation of Associations for Cripples was asked if it could find a teacher who could instruct him at home in bookbinding. A teacher was found and under her patient instruction he made good progress and took a new interest in life at the prospect of eventually being able to enter remunerative work.

In course of time a new leg was made for him at the Institute and paid for by the Home Service Section. He was given instruction in the use of his two artificial legs and after a while ventured upon the street, using only a cane. The bookbinding trade did not offer a suitable opening for work and the employment department was asked to find him a job. He was placed with a firm making electrical specialties and he was employed at bench work at a fair wage. But his eyes and his teeth needed attention and he was sent to clinics where he received the necessary care. When further trouble with his stumps necessitated his return to the hospital the firm that had employed him was communicated with and promised to hold his position for him, and when he returned home from the hospital the firm sent him work he could do at home until he was able to return to the shop. His stump needed dressing at home such as he was unable to give and so the assistance of a visiting nurse from the Henry Street Settlement was requested and she called daily to dress his stump.

No one who sees the change that has come over the man, his new outlook on life and the joy of being able to support himself will say that the effort in his behalf was not worth while.

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The following is a list of the social agencies referring cases to the field work department and the number referred:

HOSPITALS		OTHER AGENCIES	
Bellevue	17	Assn. for Aid Crip. Chil.	3
Brooklyn	4	Bklyn. Bureau of Charities	4
Broad Street	1	Bklyn. District Nurse	1
City	3	Bklyn. Jewish Aid Society	3
Clinic for Functional Re-education	1	Belgian Bureau	1
Gouverneur	4	Brearley League	1
Greenpoint	3	Charity Organization Soc.	2
Harlem	3	Employer	1
King's County	15	Federation of Associations for Cripples	6
Lenox Hill	1	Free Synagogue	1
Lincoln	3	Red Cross Home Service	5
Long Island College	1	United Hebrew Charities	1
Metropolitan	3	Y. W. C. A., Jersey City	1
Mt. Sinai	1		
Montefiore Home	3		
New York	4		
New York Orthopaedic	3		
Roosevelt	1		
Ruptured and Crippled	1		
Volunteer	2		
Total	*74*	*Total*	*30*

It is quite apparent that much larger use of the facilities of the Institute could be made by social agencies. This will probably be the case as its work becomes better understood and the advantages of seeking the cooperation of an institution making a special study of the problem of the industrial rehabilitation of disabled men are appreciated.

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SOCIAL AND RECREATIONAL

Work for the handicapped must not neglect their social and recreational needs. Play as well as work will help to give them a normal view of life. Some, by reason of their disabilities, have a reluctance to mingle with their normal fellows and participate in the sports which bring them into competition with the able-bodied. But in association with other handicapped persons they lose much of their sensitiveness and strive together in a spirit of friendly rivalry.

The first effort of the Institute, under the direction of the field work department, was to bring together in an evening gathering, crippled men who had become known to the Institute. The director told of the work that was being done abroad for war cripples, using lantern slides and moving pictures. Then two cripples told of the remarkable way in which they had overcome their handicaps and made good. Soon the ice was broken and the men gathered in groups to swap experiences as they partook of refreshments.

The influence of the meeting was immediately reflected in an increase of applications to the employment department for work and to the educational department for admission to the industrial classes. The experiment demonstrated the fact that no one can encourage a cripple so effectively as another cripple.

A subsequent party was addressed by Hon. Michael Dowling, of Minnesota, and Judge Quentin D. Corley, of Dallas, Texas. The former was caught in a Minnesota blizzard when a lad and so severely frozen that he suffered the amputation of both legs below the knees, one arm below the elbow, and four fingers of

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the remaining hand. Notwithstanding this severe triple handicap he had worked his way through college, become president of a bank and speaker of the state legislature. The latter cripple lost his right arm at the shoulder and the left arm below the elbow in a railway accident. Misfortune spurred him to determined efforts to make an honorable place for himself in the world. He became the 'straw boss' of a gang of unskilled laborers, later studied law and attained the position of county judge. He is of an inventive turn of mind and made for himself a special device for his left arm by which he performs all the duties of an active life, cultivates his own garden and drives his own car.

The men thus drawn together in these and subsequent 'cripple parties' saw the advantage of forming an organization which was known at first as the Red Cross Institute Club. A room was set apart in the Institute for fortnightly meetings and the organization grew until it now numbers some ninety members. It has adopted the more pretentious name of the United Association for Handicapped Men and is pledged to work in the interests of disabled men. It seeks to encourage those who have a disability to make the most of themselves and has set its face against mendicancy and street trades that play upon the sympathies of the public. The Institute publishes for the association a monthly sheet called *Thumbs Up*, which keeps their interests in the foreground. This breezy little paper is also sent to many hospitals and has attracted considerable attention.

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One of the latest activities of the Association has been the formation of a brass band composed entirely of crippled men. The necessary instruments were donated by Mr. and Mrs. Orlando Rouland who rendered such splendid service during the war in collecting over three thousand musical instruments for the use of our soldiers and sailors. A competent band-master has been secured and regular practice is held.

It might be thought that competitive athletics would hardly have a place in a school for the disabled. But a vacant lot adjoining the Institute proved to be quite alluring to those who can toss a ball or run bases. The Institute has the distinction of having a miniature athletic field on one of the busiest corners of New York City under the shadow of skyscrapers. Basket-ball and indoor baseball are the favorite games during the noon hour, but on 'field days' potato races and boxing bouts have been added to the program. At the last field day two hundred and forty persons, mostly cripples, were present by invitaiton and the events were run off with a vigor and snap that would have done credit to a college meet. The interest and amusement of the audience, as rival teams vied with each other in basket-ball and baseball, was hearty and good-natured. Crutches and artificial limbs mixed in the mêlée and many an upset was cheered in a good-natured fashion. Foot-races by one-legged men on crutches and a boxing bout between two men with only a leg and a crutch apiece created a genuine diversion. Handicaps and disabilities were forgotten in the struggle and no injuries gave occasion for the skeptical to shake their heads. The daily press and the movie

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men found interesting features in the unique events. The moral of it all is, make the crippled man feel as normal as possible.

EDUCATION OF PUBLIC

No social work, depending upon the public for its support, can thrive in the face of general ignorance of the subject. The crippled and disabled have always been evident enough, but how to help them constructively, how to utilize their remaining powers and faculties in a way to make them self-supporting is not so plain. Any new movement for the amelioration of the condition of the unfortunate needs a tremendous amount of publicity if it is to lay hold of the imagination of the public. Fortunately for the cause of the disabled, there was, upon our entry into war a seed-bed prepared for planting. Every family faced the possibility of having some of its members return home maimed for life. The problem of the disabled cast its shadow upon every hearth. And when the casualty lists began to come back from the front it was painfully clear that the country must seek out and plan for the best for its disabled defenders. What that 'best' was must plainly be sought in the experiences of others.

Fortunately for the cause to which the Red Cross now turned its attention, Mr. Douglas C. McMurtrie had for some eight years been collecting all the literature he could obtain in this and foreign countries on the subject of cripples and their care. This collection was placed in the Institute and has been largely added to, making it undoubtedly the most complete special

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library on the subject in the world. There are 7,260 entries relating to adult cripples, 1,723 relating to crippled children, and 933 relating to the blind. An abstract catalogue that will prove, when completed, to be of great value in this field of inquiry has been prepared covering about three-fourths of the entries. An analytical subject index is being arranged and covers a considerable part of the entries. The librarian is glad to answer inquiries regarding material on the subject of work for the disabled and the largest use of the library by all interested in the subject is desired.

The first thing to be done was to learn what had been accomplished in other countries for the rehabilitation of disabled soldiers and to acquaint American readers with the facts. In November, 1917, several research workers undertook to study the experiences of other countries. Correspondence with officials and organizations working for disabled soldiers and sailors was carried on, foreign news-collecting agencies were engaged to send in all available printed matter, and photographs in large numbers were secured. The results of these studies were published in a series of pamphlets which are listed in the appendix. They were also gathered together into a volume entitled, *The Evolution of National Systems of Vocational Re-education for Disabled Soldiers and Sailors*, and published in May, 1918, by the Federal Board for Vocational Education as Bulletin No. 15. There were sixteen monographs in Series 1, of which there were 36,500 printed, dealing principally with work in foreign countries. Series No. 2 comprises largely studies of vocational opportunities for the handi-

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capped made by the Institute staff and by the Bureau of Vocational Guidance of Harvard University. There have been printed nine numbers aggregating 25,500 copies. Besides these the Institute prepared six monographs for the Red Cross Institute for the Blind, including an abstract catalogue of literature on the war blinded.

These booklets are scientific in nature rather than popular and are intended for the information of those interested in the problem of rehabilitation. There were also prepared by the research department articles for the scientific press and for the *American Journal of Care for Cripples.*

Not less important than giving information regarding the progress of the work in other countries was the arousing of the interest of the general public in what might and should be done for those injured in the war. The director, Mr. McMurtrie, prepared a series of leaflets calculated to stimulate an interest in the subject and these were issued in large quantities. Through the cooperation of the American Telephone and Telegraph Company three million copies of a leaflet, entitled *Your Duty to the War Cripple*, accompanied the telephone bills to subscribers in one month. The duty of the employer, of the medical profession, and of the clergy to the war cripple was set forth in other leaflets. Two booklets were given wide circulation, *Reconstructing the Crippled Soldier*, and *The Rehabilitation of the War Cripple.* Nor were the readers of foreign languages forgotten for a booklet was prepared and printed in French, Italian, German, Swedish, Danish, Spanish, Polish, Hungarian, Greek, and Yiddish. A

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small leaflet was distributed largely among the soldiers in camps, hospitals and on transports entitled *Facts of Interest to the Disabled Soldier or Sailor*. It explained what the government planned to do for him through the agency of the Bureau of War Risk Insurance and the Federal Board for Vocational Education. It was also printed as a poster to be displayed in public places. These appeals to the public for a just and intelligent treatment of the disabled soldier and sailor were printed and distributed to the number of 7,864,000.

An appeal to the eye was made by the printing of a set of eighteen posters 28 x 42 inches in size showing striking pictures of cripples at various kinds of work with brief explanatory matter. These are designed for hanging and offer a pictorial argument for the training of cripples which never fails to attract attention.

Other books and pamphlets in large number have been issued by the Institute and many reprints of articles by Mr. McMurtrie in scientific journals have been distributed to those desiring them. *The Disabled Soldier* is the title of a 232-page book by Mr. McMurtrie that was published by the Macmillan Co., the type being set in the Institute print shop. A book on motion picture projecting by Mr. James R. Cameron, instructor in motion picture operating, was printed by the Institute. *Carry On*, a monthly magazine that ran through ten numbers and was published for the Office of the Surgeon General of the United States in the interests of the disabled soldier and sailor was also set up in the Institute composing-room.

We are confident that the Institute has had a large part, through the literature it has issued, in moulding

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public opinion regarding the possibilities of work for the handicapped and in helping the country to see its duty towards the man who has received a handicap through the exigencies of war, by means of industrial accidents or because of disease.

PUBLICITY SERVICE

In order that the help of the press might be secured in educating the public to the right attitude towards the disabled man a publicity service was established early in 1918 under the direction of Mr. Howard R. Heydon and conducted with vigor for over a year. Articles were prepared for trade journals and special publications by a staff of volunteer writers directed by the Institute, many of them illustrated by photographs collected from various parts of the world. A news service was maintained for the principal New York and Brooklyn papers and for several newspaper syndicates. A specially selected list of 1,100 newspapers received matter of general interest to the American public and suggestions were sent to editorial writers as to comment that might be helpful to the cause of the disabled. By means of 'letters to the editor' matters of interest were brought to the attention of the public. Illustrated articles in prominent magazines of wide circulation carried the story of work for the handicapped to millions of readers in all parts of the country. Photographs were furnished to writers and papers wishing for illustrative material and human interest stories were used with telling effect.

The public platform was used to bring the subject to the attention of interested groups in many cities.

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A public speakers' service was maintained for a time, the volunteers receiving instruction in a special course at the Institute. More than three hundred meetings were addressed by twenty-six different speakers and attended by many thousands of persons.

The Institute prepared eighty-five sets of twenty-six lantern slides each descriptive of work for the disabled for the use of its speakers and for others desiring to use them. It also has twenty-two reels of motion pictures showing work for disabled soldiers abroad and in Canada and also how some celebrated American cripples have made good.

THE WOMEN'S COMMITTEE

The Institute received valued help in its work from a group of women brought together in December, 1917, by members of the Association of Collegiate Alumnae. This Women's Committee of the Red Cross Institute, with some thirty-four members, assisted in various activities. A speakers' bureau was maintained and several women were trained to speak on work for the disabled and furnished to organizations and meetings wishing to hear about the subject. An executive secretary and stenographer were engaged to arrange the speaking engagements and to supply photographs and lantern slides. Members of the Committee helped with the industrial survey by visiting between four and five hundred factories, distributing literature on the subject, and soliciting the interest of employers. They raised funds for the publication of leaflets in foreign languages and for some of the social work of the Institute. An athletic club formed at the Insti-

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tute has been provided by the Committee with equipment for out-of-door sports in a vacant space adjoining the building. When the work of the Institute became somewhat specialized the need for such an organization was less apparent and its activities were discontinued after a period of about six months.

Mention is made on page 22 of a special fund used to enable needy persons to purchase artificial limbs on the installment plan. This fund is perpetuating the work of the Women's Committee. By its help forty-four persons have been enabled to secure artificial limbs. Of this number, nine have already completed their payments.

INTERNATIONAL CONFERENCE ON REHABILITATION

The Institute felt that a conference on the general subject of the rehabilitation of the disabled would be particularly helpful to those engaged in some form of work for the handicapped. The counsel and advice of those who had already become experts in this field, especially abroad, would be valuable in giving direction and impetus to the work in this country. The governmental authorities of the principal allied countries were consulted and when their cooperation was assured plans were made for a conference to be held in New York City, March 18 to 21, 1919. A program was arranged in cooperation with the Red Cross Institute for the Blind, the Federal Board for Vocational Education, and the Office of the Surgeon General of the United States Army. Delegates were sent to the conference by the French Ministry of War, the Belgian Ministry of War, the Italian Ministry of Pensions, the

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British Ministry of Pensions, the British Ministry of Labor, the Canadian Department of Soldiers' Civil Re-establishment, and the Canadian Department of Militia and Defense.

Technical sessions covering all phases of the subject were held in the Waldorf-Astoria Hotel. Speakers from the Office of the Surgeon General, U. S. Army, the Federal Board for Vocational Education, the Bureau of War Risk Insurance, the American Red Cross, and various other organizations took part in the discussions.

Two popular sessions were held in Carnegie Hall, March 19 and 21. On Sunday, March 23, a mass meeting was arranged at the Hippodrome by the New York County Chapter of the American Red Cross at which a large number of disabled soldiers were present, being brought from the different military hospitals by the women of the Motor Corps. The Hon. Charles E. Hughes presided and addresses were made by prominent speakers. Some celebrated cripples demonstrated how they had overcome their handicaps.

After the close of the conference the foreign delegates were taken to Washington, Baltimore, Philadelphia, and Boston, in which cities large meetings were held under local Red Cross auspices.

NORMAL TRAINING

A new field has been opened for social workers and as the work of rehabilitating the disabled civilian develops, as it surely will, there will be a growing demand for trained workers. To an understanding of the principles and methods of social work must be added a

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knowledge of the work limitations imposed by various forms of physical disability, how remaining powers may be utilized and developed, and the opportunities offered in industry for the employment of handicapped persons. No course has as yet been offered by any institution to prepare trained workers for this growing field. The Institute has been so engrossed in the actual work of caring for the disabled themselves that it has not seen its way clear to undertake normal training along this line. To the many inquiries it receives as to where a person may prepare himself for entering upon this work it has had to reply that save in the field of occupational therapy, which is outside the scope of the work of the Institute, no facilities are offered for special training. Individual workers have from time to time been attached to the staff of the Institute and have used the knowledge so gained to find other employment in this field of endeavor.

One group of workers was offered special facilities for becoming acquainted with work for the disabled in the summer of 1918. At the request of the Federal Board for Vocational Education a group of twenty-five men and women including representatives of that board, the office of the Surgeon General, the Department of Labor, the United States Employees' Compensation Commission, and the American Federation of Labor gathered at the Institute May 21, 1918. A week was spent at the Institute studying the available material under the direction of Dr. James C. Miller, Director of Technical Education for the Province of Alberta. Under his leadership the party was taken on a trip through Canada which included Ottawa,

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Montreal, Toronto, Saskatoon, Edmonton, Calgary, and Winnipeg. The party was afforded by the Canadian government every facility for seeing the work done for the rehabilitation of the wounded Canadian soldier, both from a physical and educational point of view. A final week was spent at the Institute reviewing the experience of the trip. The entire expenses of the trip were met by Mr. Jeremiah Milbank. Several who had the benefit of the course were given positions of leadership in the work of the government for disabled soldiers and sailors.

As the various states address themselves to the work of caring for disabled civilians the need for normal training of a kind calculated to fit workers for this field of endeavor will be increasingly felt.

LEGISLATION

Out of the experiences of war and the manifest duty of caring for the defenders of the country's liberties who have been maimed in its service comes the very clear conviction that those who are maimed in its industries and those who are rendered industrially unproductive by accident and disease must be assisted to find a place in the work-a-day world where their residuary powers and capabilities may be put to the best account. This conviction is being wrought into definite plans in various cities and states. A long neglected duty is clamoring for action.

The brief experience of the Institute in dealing with the problem of the disabled has given it some very definite ideas of measures that should be included in a state's plan for the care of its cripples. Those ideas were embodied in a bill which was drafted at the

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Institute by Mr. Howard R. Heydon and the director and presented to the New Jersey legislature. When enacted into law, April 10, 1919, it became the first comprehensive state plan looking to the rehabilitation of disabled civilians.

An energetic legislative campaign was carried on by Mr. Heydon and similar bills were introduced into other state legislatures with the result that Illinois, Pennsylvania, and New York now have laws embodying the essential features of the original bill drafted at the Institute. The interest aroused in the duty of the state to rehabilitate its disabled civilians has resulted in some legislative provision to this end in California, Massachusetts, Minnesota, Nevada, North Dakota, Oregon, Rhode Island, and Virginia.

Many other states will undoubtedly soon take legislative action in order to avail themselves of the provisions of the Fess-Kenyon bill, recently passed by Congress, whereby those states that adopt plans for the rehabilitation of those 'disabled in industry or otherwise' which meet the approval of the Federal Board for Vocational Education shall receive annually from the federal treasury a certain sum of money to be expended for this work when met by a corresponding appropriation by the state. Each state desiring to avail itself of the provisions of this act must formulate some plan for caring for crippled civilians.

It will be seen by this report that the activities of the Institute have covered a wide range. It has tried to envisage the whole problem of work for the man

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with an orthopedic handicap, and to gain some experience that might be useful in helping forward this very necessary and tremendously appealing work. To place another opportunity before the man who has dropped out of the race because of a physical injury and to teach him to use his remaining powers to the best advantage is the Institute's conception of its work. Therefore we call it "The School of Another Chance."

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Staff of the Institute

JOHN CULBERT FARIES	*Director*
FLORENCE S. SULLIVAN	*Advisor in Field Work*
MRS. G. P. KNAPP	*Field Worker*
FRANCES C. EVANS (on leave)	*Field Worker*
ELEANOR L. GATES	*Field Worker*
LILLIAN A. SHADD	*Field Worker*
GERTRUDE R. STEIN	*Employment Secretary*
HANNAH BAUMANN	*Assistant Employment Secretary*
CLARA GREENHUT	*Assistant Employment Secretary*
HENRY BRAXTON	*Press Representative*
MRS. A. ALDEN SEABURY	*Secretary to Director*
MARY H. DAVIS	*Accountant*
JOHANNA L. OLSCHEWSKY	*Librarian*
NANCIE T. PHARR	*Office Assistant*
ADA MELNIKOFF	*Stenographer*
INEZ F. RODIMON	*Instructor, Monotype Keyboard*
WESLY LOCKWOOD	*Instructor, Monotype Casting*
W. A. BURKHARDT	*Instructor, Composition*
JACKSON MEYERS	*Instructor, Press Work*
WILLIAM SCHOENBERG	*Assistant, Press Room*
JAMES F. CAMERON	*Instructor, Motion Picture Projection*
FRED BAUER	*Assistant Instructor, Motion Picture Projection*
JOHN KOESTNER	*Instructor, Jewelry Work*
JAMES WALTERS	*Instructor, Oxy-acetylene Welding*
H. C. KRUSE	*Instructor, Typewriter Repair*
ETHEL M. JOHNSON	*Instructor, Telephone Operating*
ROY GREGG	*Instructor, Nickel Plating*
H. C. BRUNNER	*Instructor, Enameling*
CLEMENT BRAYTON	*Business Agent*
FRANK SALLY	*Superintendent, Limb Shop*
WILLIAM SCHLEGEL	*Office Assistant, Limb Shop*
WILLIAM HUNSINGER	*Leather Worker, Limb Shop*
JACOB KUNKEL	*Machinist, Limb Shop*
HENRI GALLIN	*Leather Worker, Limb Shop*
AUGUST STEIN	*Limb Maker*
ANDREAS MESZAROS	*Limb Maker*
CHARLES WETTERGREN	*Limb Maker*

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Institute Publications

OFFICIAL PUBLICATIONS

Series I, No. 1. A bibliography of the war cripple. By DOUGLAS C. MCMURTRIE. Issued January 4, 1918.

Series I, No. 2. The economic consequences of physical disability; a case study of civilian cripples in New York City. By JOHN CULBERT FARIES. Issued January 18, 1918.*

Series I, No. 3. Memorandum on provision for disabled soldiers in New Zealand. By DOUGLAS C. MCMURTRIE. Issued January 26, 1918.*

Series I, No. 4. A statistical consideration of the number of men crippled in war and disabled in industry. By I. M. RUBINOW. Issued February 14, 1918.

Series I, No. 5. The French system for return to civilian life of crippled and discharged soldiers. By JOHN L. TODD. Issued February 28, 1918.

Series I, No. 6. Tourvielle; A trade school for war cripples. By GUSTAVE HIRSCHFELD. Translated by GLADYS GLADDING WHITESIDE. Issued March 22, 1918.

Series I, No. 7. The development in England of a state system for the care of the disabled soldier. By JOHN CULBERT FARIES. Issued March 29, 1918.

Series I, No. 8. Training in English technical schools for disabled soldiers. By JOHN CULBERT FARIES. Issued April 22, 1918.

Series I, No. 9. Placement technique in the employment work of the Red Cross Institute for Crippled and Disabled Men. By GERTRUDE R. STEIN. Issued May 6, 1918.

Series I, No. 10. The relation of the short, intensive industrial survey to the problem of soldier re-education. By G. A. BOATE. Issued May 6, 1918.

Series I, No. 11. The vocational school for disabled soldiers at Rouen, France. By J. BREUIL. Translated by GLADYS GLADDING WHITESIDE. Issued May 13, 1918.

Series I, No. 12. Provision for war cripples in Italy. By RUTH UNDERHILL. Issued May 31, 1918.

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Series I, No. 13. Provision for war cripples in Germany. By RUTH UNDERHILL. Issued June 8, 1918.*

Series I, No. 14. Provision for vocational re-education of disabled soldiers in France. By GLADYS GLADDING WHITESIDE. Issued June 15, 1918.*

Series I, No. 15. Provision for the re-education of Belgian war cripples. By GLADYS GLADDING WHITESIDE. Issued July 17, 1918.*

Series I, No. 16. Opportunities for the employment of disabled men. Preliminary survey of the piano, leather, rubber, paper goods, shoe, sheet metal goods, candy, drug and chemical, cigar, silk, celluloid, optical goods, and motion picture industries. Prepared by the Department of Industrial Survey of the Red Cross Institute for Crippled and Disabled Men under the direction of HELEN E. REDDING. Issued July 24, 1918.

Series II, No. 1. Vocational re-education for war cripples in France. By GRACE S. HARPER. Issued March 4, 1918.*

Series II, No. 2. Principles of design and construction of artificial legs. By PHILIP WILSON. Issued July 10, 1918.*

Series II, No. 3. Education and occupations of cripples, juvenile and adult. A survey of all the cripples of Cleveland, Ohio, in 1916. Reported by LUCY WRIGHT and AMY M. HAMBURGER. Issued October 15, 1918.*

Series II, No. 4. Employment opportunities for handicapped men in the coppersmithing trade. By BERT J. MORRIS. Issued December 23, 1918.*

Series II, No. 5. Bedside and wheel-chair occupations. By HERBERT J. HALL. Issued February 25, 1919.

Series II, No. 6. Employment opportunities for handicapped men in the optical goods industry. By BERT J. MORRIS. Issued March 10, 1919.

Series II, No. 7. Opportunities for handicapped men in the brush industry. By CHARLES H. PAULL. Issued May 1, 1919.*

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Series II, No. 9. Opportunities for handicapped men in the rubber industry. By BERT J. MORRIS and CHARLES H. PAULL. Issued June 14, 1919.*

SPECIAL PUBLICATIONS

CAMERON, JAMES R. Instruction of disabled men in motion picture projection. An elementary textbook. 1919. $2.00 net.

FARIES, JOHN CULBERT. An American plan for the disabled. A record and interpretation of the activities of the Red Cross Institute for Crippled and Disabled Men. 1919.

MCMURTRIE, DOUGLAS C. Care of crippled soldiers and sailors. A letter published in the New York *Evening Post* of August 31, 1917.

————. The duty of the employer in the reconstruction of the crippled soldier. 1918.

————. The duty of the medical profession in the reconstruction of the war cripple. 1918.

————. Experience in the re-education of disabled soldiers in Great Britain. 1919.

————. A graphic exhibit on rehabilitation of the crippled and the blinded. Issued jointly by the Red Cross Institute for Crippled and Disabled Men and the Red Cross Institute for the Blind. 1919.*

————. Is dental mechanics a wise trade in which to train crippled soldiers? 1917.*

————. Making crippled soldiers into skilled and able workmen.

Translations issued in Danish, French, German, Greek, Hungarian, Italian, Polish, Spanish, Swedish, and Yiddish.

————. The organization, work, and method of the Red Cross Institute for Crippled and Disabled Men. 1918.

————. ————. 1918. 2. edition.

————. Reconstructing the crippled soldier. 1918.*

————. The rehabilitation of the disabled civilian. Testimony submitted to the Joint Committee on Education and Labor of the Senate and the House of Representatives in hearing on the Bankhead-Smith bill, December 10–12, 1918.

————. Rehabilitation of the war cripple. 1918.*

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McMURTRIE, DOUGLAS C. The relation of earning power to award of compensation for disability incurred in military or naval service. A memorandum on the pensions practice of other nations. Prepared at the request of the Bureau of War Risk Insurance. 1919.

————. The responsibility of the clergy in the reconstruction of the crippled soldier. 1918.

————. A square deal for the crippled soldier. 1918.

————. A training course in vocational re-education of disabled soldiers and sailors. 1918.

————. Your duty to the war cripple. 1918.

An American program for the rehabilitation of disabled soldiers. 1918.

Do you want us to teach you a trade? 1919.*

Facts of interest to the disabled soldier and sailor. 1919.

————. (Also issued as broadside.)

An international conference on rehabilitation of the disabled, New York City, March 18 to March 22, 1919.

International conference on rehabilitation of the disabled. Under the auspices of the Red Cross Institute for Crippled and Disabled Men and the Red Cross Institute for the Blind. Official program. 1919.

Introduction in Congress of measure providing for the vocational rehabilitation of war cripples. 1918.

New Jersey. Legislature. An act to create a commission for the rehabilitation of physically handicapped persons and to define its duties and powers. Introduced February 25, 1919, by Mr. Arthur Whitney. 1919. (Senate no. 118.)
Reprint of New Jersey bill.

A proposed act to extend federal aid to the states in making provision for the rehabilitation of physically handicapped persons.

PERIODICALS

THUMBS UP! A periodical in the interests of the disabled. Published by the United Association of Handicapped Men.*

HANDICAPPED WORKER. Issued occasionally.*

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TRANSLATIONS OF ADDRESSES BY FOREIGN DELEGATES AT THE INTERNATIONAL CONFERENCE ON REHABILITATION OF THE DISABLED, 1919

ALLEMAN, LOUIS. Compulsory education for Belgian war cripples.

————. Methods of training.

————. Methods of training; Belgium.

————. National organization of rehabilitation of the disabled; Belgium.

————. Placement of the disabled in employment.

————. Provision for the blind in Belgium.

————. Provision of artificial limbs and prostheses.

————. Provision of artificial limbs and prostheses; Belgium.

————. Relation of pension compensation or other allowances to rehabilitation; Belgium.

————. Should vocational re-education begin in the hospital?

————. Training after discharge in special schools or classes *versus* training in standard institutions.

————. Vocational counsel.

BOURRILLON, MAURICE. Education of the public.

————. Interests of employers in rehabilitation; France.

————. Interests of organized labor in rehabilitation.

————. Methods of training.

————. Methods of training.

————. National organization of rehabilitation for the disabled; France.

————. Placement of the disabled in employment.

————. Rehabilitation of the tuberculous.

————. Relation of pension, compensation, or other allowances to rehabilitation.

————. Should serious training be started in hospital or deferred until after military and medical discharge?

————. Training after discharge in special schools or classes *versus* training in standard institutions.

————. Training the disabled civilian.

————. Work of the Permanent Committee and Interallied Institute for the study of questions pertaining to disabled soldiers.

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DRONSART, EDMOND. Encouragement of men to undertake training.
————. Influence of the discharged disabled soldier in France.
————. Re-education of mutilés in the school at Montpellier.
————. Should serious training be started in hospital or deferred until after military and medical discharge?
————. Training the disabled civilian.
————. Vocational counsel.
PUTTI, VITTORIO. National organization of rehabilitation for the disabled; Italy.
————. The utilization of the muscles of a stump to actuate artificial limbs; cinematic amputations.
TREVES, ANDRE. Agricultural re-adaptation in France.
————. Methods of training.
————. Provision of artificial limbs and prostheses.
————. Rehabilitation of crippled children; in France.

NOTE. Publications marked with an asterisk (*) are still available and will be mailed to those requesting them as long as the limited supply lasts.

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Appendix

SOURCES OF APPLICANTS TO EMPLOYMENT DEPARTMENT 1918–1919

	1918	*1919*
Publicity (newspaper stories, advertisements, letters, signs, friends, etc.)	531	484
Social service organizations	264	194
Other applicants registered at the Institute	53	55
Other employment bureaus	145	83
Workmen's compensation bureau	59	39
Insurance companies	42	19
Hospitals	79	50
Miscellaneous	89	6
Total	*1,262*	*930*

SOURCES OF APPLICANTS TO EMPLOYMENT DEPARTMENT, 1919

Publicity		
Ad in the *World*	380	
Newspaper stories	60	
Letters to editors	8	
Sign on door	11	
Individuals	12	
A friend	12	
Speakers' bureau	1	
		484
Social Service Organizations		
Charity Organization Society	22	
Joint Application Bureau	6	
United Hebrew Charities	10	
Association for Improving Condition of the Poor	2	
Association for the Aid of Crippled Children	11	
Federation of Associations for Cripples	8	
Board of Child Welfare	1	
United Jewish Aid of Brooklyn	2	
Red Cross	50	
Prison Association	9	
Parole Commission	3	
Y. M. C. A.	5	
Catholic Big Brothers	1	
Jewish Big Brothers	1	
Boys' Home	2	
Path School	13	

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Jacob Riis Settlement	1	
Henry Street Settlement	2	
Newsboys' Home	1	
Hebrew Orphan Asylum	1	
Seamen's Institute	2	
Bowery Mission	1	
Russian Seminary	1	
Free Synagogue	1	
Committee of Vocational Guidance	1	
League for the Hard of Hearing	1	
Lighthouse for the Blind	1	
Employment Bureau for the Handicapped	11	
Red Cross Institute for Crippled Men	24	
		194
Other applicants registered at Institute		55
Employment Bureaus		
U. S. Employment Service	66	
Re-employment Bureau	2	
U. S. Employees' Compensation Commission	1	
Federal Board for Vocational Education	2	
State Employment Bureau	5	
National Employment Exchange	1	
Junior Employment Service	6	
		83
Workmen's Compensation Commission		39
Hospitals		
Bellevue	15	
City	1	
Clinic for Functional Re-education	10	
Italian	1	
Kings County	1	
Metropolitan	2	
Montefiore Home	1	
Mt. Sinai	7	
New York Dispensary	2	
Post Graduate	3	
Presbyterian	1	
Ruptured and Crippled	1	
St. Luke's	2	
Vanderbilt Clinic	2	
Volunteer	1	
		50
Insurance Companies		
War Risk Insurance Bureau	1	
State Insurance Fund	1	

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Employers' Liability Insurance Company	1	
Aetna Insurance Company	7	
Globe Insurance Company	1	
New York Casualty Company	1	
Manufacturers Liability Company	3	
U. S. Casualty Company	4	
	—	19
Miscellaneous		
East Side Free School	2	
Western Electric Company	1	
Individual doctors	3	
	—	6

PLACEMENTS CLASSIFIED ACCORDING TO DISABILITIES
JANUARY, 1918, TO JANUARY, 1920

Right arm amputated (84 men)

Building maintenance, 33:		**Trade work, 14:**	
Doorman	4	Button sorter	1
Elevator operator	7	Machine tender	2
Fireman	1	Novelties	1
Porter	7	Rubber sorter	1
Switchboard operator	3	Toys	1
Watchman	11	Varnisher, painter, etc.	5
Clerical work, 10:		Welder	2
Checker	1	Woodworker	1
Clerk	7	**Miscellaneous, 23:**	
Stock clerk	2	Office boy	1
Technical work, 4:		Messenger	20
Draftsman	4	News stand	2

Left arm amputated (80 men)

Building maintenance, 30:		Electrical engineer	1
Doorman	2	Insurance inspector	1
Elevator operator	5	Recreation director	1
Handy man	1	Social worker	1
Laborer	1	**Trade work, 17:**	
Porter	5	Buttons	2
Relief man, subway	1	Metal	3
Stable man	1	Nickel plater	1
Switchboard operator	4	Packer	1
Watchman	10	Painting	4
Clerical work, 4:		Pencils (milling, drilling, etc.)	3
Office boy	1	Polishers, metal	2
Salesman or collector	3	Welder	1
Professional and technical, 8:		**Miscellaneous, 21:**	
Building inspector	1	Messenger	21
Draftsman	3		

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One arm partially disabled (217 men) [1]

Building maintenance, 91:	
Caretaker	1
Doorman	5
Elevator operator	22
Fireman, assistant	1
Gateman	1
Handy man	3
Houseman	3
Porter	25
Sweeper	1
Switchboard operator	1
Watchman	26
Window cleaner	1
Yardman	1
Clerical work, 26:	
Cashier	2
Charge of records	1
Checker	1
Clerk	11
Errand boy	4
Office boy	1
Postoffice clerk	1
Salesman	1
Shipping clerk	2
Stock and time clerk	2
Technical, 3:	
Lithographer	2
Draftsman	1
Trade work, 58:	
Addressing	1
Biscuit factory	1
Button factory	1
Cabinet worker	1
Chemical factory	1
Drill press	2
Dye factory	1
Electric specialties	1
Film inspector	5
Furniture (boring machine)	1
Glass lapping	1
Machine shop	2
Machine welding	10
Mattress factory	1
Millinery factory	1
Motion-picture operator	2
Novelty factory	2
Operator, ladies' waists	1
Optical (learner)	1
Packer	1
Painter	1
Paint factory	2
Pasting clippings	1
Pencil factory	3
Piano factory	3
Repairing vacuums	1
Shoe factory	1
Toy factory	4
Wicker furn. (learner)	1
Wire machine	1
Woodworker	3
Miscellaneous, 39:	
Car cleaner (taxi)	1
Chauffeur	1
Farm laborer	1
Guard duty	3
Kitchen man	5
Laborer	1
Messenger	26
Trucking	1

[1] Including paralysis, fractures, finger amputations, deformed arms, etc.

Both legs amputated or paralyzed (84 men)

Building maintenance, 9:	
Elevator operator	6
Switchboard operator	3
Clerical and technical, 10:	
Cashier	1
Checker	1
Clerical	2
Draftsman	2
Stenographer	3
Typist	1

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Trade work, 65:
- Jewelry, etc., 4:
  - Gilding 1
  - Silversmith (learner) . 1
  - Stone setter 1
  - Watch repairing . . . 1
- Metals and machinery, 6:
  - Metals 3
  - Soldering 3
- Woodworking and furn., 8:
  - Air-brush worker . . 2
  - Mirror polishing . . . 1
  - Piano actions 3
  - Wicker furniture . . 1
  - Woodworking 1
- Other trade work, 47:
  - Auto governor . . . 1
  - Bindery 1
  - Buttons 2
- Dolls 2
- Electrical specialties . 4
- Film inspector . . . 1
- Fire extinguisher . . 2
- Flags 2
- Fountain pens 8
- Furrier 1
- Gold pens 1
- Hardware polishing . 1
- Jewelry cases 1
- Mechanic 1
- Novelties 4
- Paper fasteners . . . 1
- Press clippings . . . 5
- Rubber 1
- Thermometers . . . 2
- Tools 1
- Toys 3
- Typewriter assembling 1
- Whistles 1

One leg amputated (368 men)

Building maintenance, 44:
- Domestic 1
- Doorman 1
- Elevators 21
- Fireman 2
- Gateman 1
- Houseman 1
- Kitchen man 2
- Night man 1
- Pantry helper 1
- Switchboard operator . 9
- Watchman 4

Clerical, professional, and technical, 41:
- Addresser 2
- Bookkeeper 2
- Caretaker, truant school 1
- Checker 1
- Clerk 13
- Draftsman 2
- Engraver 3
- Filing clerk 1
- Hotel clerk 2
- Information clerk . . . 1
- Night clerk 2
- Postoffice clerk 2
- Shipping clerk 4
- Stenographer 1
- Stock clerk 2
- Time keeper 2

Trade work, 266:
- Air brush 1
- Ammunition 1
- Artificial limbs 10
- Auto governors 1
- Automobiles 1
- Auto radiators 2
- Batteries 1
- Bindery 1
- Book covers 2
- Braids 1
- Brass 3
- Brushes 15
- Buttons 17
- Cabinet maker 1
- Candy 4
- Cans (soldering) 1
- Celluloid (buffer) . . . 1
- Cigar rolling 1
- Clothing 1

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Combs	4
Crating furniture	1
Dictograph assembling	1
Dies, lathe	1
Dolls	4
Drill press	4
Electrical specialties	14
Expansion bolt (em'y wh'l)	2
Feathers	1
Filling cans	1
Fire extinguishers	8
Flags	1
Flowers (varnishing)	1
Foot press	1
Fountain pens	14
Gas iron	1
Gold pens	1
Handkerchiefs (cutting)	1
Hospital supplies (bench)	1
Kitchen utensils (bench)	2
Lace and nettings	1
Lacquering switchboard	2
Lamps	1
Lapidary	1
Leather (punching)	3
Light factory	1
Machinist	11
Mechanic's helper	1
Millinery	4
Motor brushes	1
Novelties	10
Nuts (shelling)	1
Packer, department store	2
Paper	2
Pasting clippings	6
Patterns (machinist)	1
Pencils	2
Pianos (assembling)	16
Picture frames (painting)	3
Polishing hardware	8
Post cards	2
Printing machine	2
Shoes	5
Solderer	1
Surgical	1
Talking machines	1
Thermometers	1
Toys	8
Typewriters	2
Typewriter repairer	3
Watches (learners)	2
Welding	26
Whistles	1
Willow work	1
Wire factory	3
Woodworking	1
Miscellaneous, 17:	
Chauffeur, department store	1
Drivers	2
Farm	1
Film inspector	8
Locksmith	1
Plumber's assistant	1
Salesman	2
Waiter	1

Paralysis of right or left side (90 men)

Building maintenance, 33:	
Domestic	1
Doorman	2
Elevator operator	14
Kitchen man	1
Porter	6
Switchboard operator	4
Watchman	5
Clerical and technical, 12:	
Assistant shipping clerk	1
Clerk	5
Draftsman, maps	1
Electrical inspector	1
Index room clerk	1
Information clerk	1
Salesman	1
Time clerk	1
Trade work, 26:	
Blue prints	1
Bookbinder	1
Buttons	1
Dolls	1

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Drill press	1
Electric novelties	1
Film inspector	4
Gold pens	2
Metal worker	4
Painting flowers	1
Painting furniture	1
Pencils	1
Polishing hardware	2
Toys	2
Woodworker	3
Miscellaneous, 19:	
Delivery man	1
Embroiderer	1
Messenger	14
News stand	2
Ticket agent	1

Spinal injuries and Potts disease (84 men)

Building maintenance, 12:	
Doorman	1
Elevator operator	3
Floor man	1
Gate keeper	1
Hall man	1
Kitchen man	1
Switchboard operator	1
Watchman	3
Clerical and technical, 12:	
Addressing clerk	1
Clerk	4
Draftsman	2
Errand clerk	1
Receiving clerk	1
Shipping clerk	3
Trade work, 59:	
Brass (helper)	1
Brushes	2
Clippings	6
Electric batteries	1
Electric irons (repairer)	1
Electric specialties	5
Factory	1
Film inspector	3
Fire extinguishers	5
Flags	1
Fountain pens	8
Gilding	1
Glass blower (learner)	1
Hardware	1
Jeweler (learner)	1
Leather	2
Machinist	2
Metal	4
Motion-picture operator	1
Nut cracker	1
Pianos	2
Post cards	1
Shoes	4
Solderer	1
Talking machines	1
Type	1
Woodworking	1
Miscellaneous, 1:	
Messenger	1

Locomotor ataxia (14 men)

Building maintenance, 1:	
Gateman	1
Clerical, 4:	
Adding-machine operator	1
Cashier	1
Night clerk	1
Salesman	1
Trade work, 9:	
Buttons	2
Dolls (painting)	1
Factory	1
Fountain pens	1
Pianos	1
Polishing metal	1
Power press (hair wavers)	1
Typewriter repair	1

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Hernia (19 men)

Building maintenance, 12:
- Doorman 1
- Elevator operator . . . 6
- Engineer, apartment . . 1
- Engineer, wire works . . 1
- Porter 3

Clerical, 2:
- Errands 1
- Route clerk 1

Trade work, 2:
- Hardware 1
- Paper fasteners 1

Miscellaneous, 3:
- Candy stand 1
- Messenger 2

Lameness (774 men and boys)

Building maintenance, 186:
- Assistant janitor 3
- Coal passer 1
- Domestic 1
- Doorman 7
- Elevator operator . . . 73
- Engineer, apartment . . 2
- Gateman 1
- Guard 1
- Handy man 1
- Houseman 5
- Kitchen assistant . . . 12
- Porter 30
- Telephone operator . . 17
- Usher 1
- Waiter 1
- Watchman 30

Clerical, etc, 95:
- Addressograph 2
- Billing clerk 2
- Bookkeeper and stenographer 6
- Cashier 12
- Charge of office 5
- Checker 6
- Clerk 21
- Draftsman 3
- Errand boy 1
- Filing clerk 1
- Hotel clerk 10
- Index clerk 1
- Night clerk 9
- Receiving clerk 1
- Shipping clerk 6
- Stock clerk 5
- Timekeeper 3
- Typist 1

Trade work, 469:

Electric specialties, 50:
- Batteries 1
- Electric repairer (vacuums) 2
- Electric specialties . . 41
- Flash-lights 1
- Wiring fixtures 5

Jewelry and watches, 20:
- Optician (learner) . . 1
- Polisher and learner . 15
- Watch repairer . . . 4

Metal and machinery, 90:
- Assembling 3
- Bench work 4
- Drill press 6
- Foot press 8
- Grinder 2
- Inspector 2
- Machinist 16
- Metal worker 18
- Motor repairer . . . 2
- Polisher 1
- Solderer 8
- Surgical instruments . 1
- Tinsmith 1
- Tool-room clerk . . . 1
- Welder 17

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Woodworking and furn., 15:
- Air brush work . . . 2
- Artificial limb maker . 4
- Picture frames . . . 2
- Scraping varnish . . 1
- Woodworking 6

Other trade work, 294:
- Airplanes 1
- Auto governors . . . 4
- Baking powder . . . 1
- Ball bearing 1
- Bindery 1
- Bird cages 2
- Brush factory 20
- Button factory . . . 12
- Chain manufacturing . 1
- Changeable signs (assembling) 1
- Clipping bureau . . . 13
- Combs 2
- Cord and tassels . . . 1
- Cork manufacturing . 1
- Doll factory 5
- Dress forms 1
- Film examiner . . . 9
- Fire extinguishers . . 14
- Flags 1
- Flowers 1
- Flowers (painting) . . 3
- Fountain pens 51
- Furs 1
- Gas masks 1
- Glass lappers 2
- Hardware 1
- Indexes 1
- Lace (assorting) . . . 3
- Lamp factory 6
- Laundry folder 2
- Lead 1
- Leather belts 8
- Magnetos (assembling) 2
- Mattresses 2
- Millinery 1
- Mitts 2
- Multicolor 1
- Nickel plating (buffing) 1
- Novelties 14
- Packer 11
- Paint manufacturing . 1
- Paper boxes 2
- Pattern making (bronze) 1
- Pencils 8
- Perfumes 1
- Pianos (bench work) . 20
- Pillows 1
- Plate washing (engraving) 2
- Pocketbooks 1
- Polishers, hardware . 8
- Printing (feeder) . . 1
- Razor blades 1
- Shoe lasts 5
- Stenciling post cards . 1
- Tailor 1
- Thermometers . . . 3
- Toy factory 12
- Type manufacturing . 1
- Typewriter factory . . 11
- Umbrella handles . . 5
- Whistles 1
- Wire work (florists') . 1

Miscellaneous, 24:
- Chauffeur 1
- Driver 9
- Gardener 1
- Messenger 9
- Salesman 1
- Soda fountain clerk . . 1
- Ticket agent 2

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I give and bequeath to the INSTITUTE FOR CRIPPLED AND DISABLED MEN, located in the City of New York, the sum of $5000,000.00 Dollars, to be used as its Board of Trustees may determine.

Joe Bush.

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